A3900-5U

1989-90 National Faculty Salary Survey by Discipline and Rank

in State Colleges and Universities

American Association of
State Colleges and Universities
and the
College and University Personnel Association

1989-90 National Faculty Salary Survey by Discipline and Rank

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American Association of
State Colleges and Universities

College and University
Personnnel Association

In Conjunction With

Appalachian State University
Boone, North Carolina 28608

The College and University Personnel Association (CUPA) is an international network of more than 5,000 personnel administrators representing more than 1,500 colleges and universities. Through regular and special publications and studies, CUPA works to keep its members informed of the latest legal, legislative, and regulatory developments affecting personnel administration, as well as trends and innovative policies and practices in the field. Services include a semimonthly newsletter, a journal, an annual convention, regional meetings, and seminars on timely topics of special interest to the personnel profession. CUPA is an AA/EEO employer. For further information, contact, CUPA, 1233 Twentieth St., N.W., Suite 503, Washington, D.C., 20036, (202) 429-0311.

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EXECUTIVE SUMMARY

For the ninth consecutive year (1981-82 through 1989-90) the College and University Personnel Association (CUPA) Washington, D.C., in cooperation with the American Association of State Colleges and Universities (AASCU) Washington, D.C., and in conjunction with Appalachian State University, Boone, North Carolina has researched and produced an annual survey of faculty salaries by discipline and rank in the nation's state colleges and universities. The AASCU/CUPA *1989-90 National Faculty Salary Survey by Discipline and Rank in State Colleges and Universities*, includes 278 state colleges and universities.

Eight additional disciplines have been added to the survey during the past three years. In 1986-87 the survey covered 46 disciplines. The 1987-88 survey included the Allied Health, Engineering and Engineering Related Technologies, and Protective Services disciplines. The disciplines of Occupational Therapy and Physical Therapy were added to the 1988-89 survey; and in the 1989-90 survey, the fields of Economics, Institutional Management, and Marketing Management and Research bring the current total to 54 disciplines.

A "broad brush" comparison of increases in annual overall salary averages for all ranks over the last six years (including the "base year" of 1984-85) indicate that although a majority of the participating colleges and universities show little change in each of the six years, there is a minority of colleges and universities which show considerable differences.

SURVEY YEAR:	"Base Year" 1984-85	Year 1 1985-86	Year 2 1986-87	Year 3 1987-88	Year 4 1988-89	Year 5 1989-90
NUMBER OF INSTITUTIONS:	268	262	261	272	281	279
NUMBER OF FACULTY:	66,953	63,623	63,490	68,617	73,412	72,985
AVERAGE SALARY FOR ALL RANKS:	$30,954	$31,321	$32,980	$34,951	$36,967	$39,020
PERCENTAGE INCREASE OF SALARY ANNUALLY:	0.00%	1.19%	5.30%	5.98%	5.77%	5.55%

It is important to note that beginning in 1984-85, the annual faculty salary survey began to identify those participating state institutions which have collective bargaining contracts with their faculties—approximately one third of the institutions surveyed. The average salary of these collective bargaining institutions has had a positive impact on the overall salary average for all the participating state institutions. In 1989-90, the faculty of institutions participating in collective

bargaining had an average salary of +16% higher than the salaries of those state institutions which did not have collective bargaining contracts.

"Special Studies," based on relevant data from the annual surveys, may be requested from CUPA for a nominal fee. (Please see the Special Study Order Form on page 49 of this survey report.) These studies consist of either comparisons of your choice of 10 or more specific institutions or comparisons of institutions with similar sets of characteristics. The studies have been very useful to administrators who make important faculty salary decisions because they can identify and make comparisons of a narrower group of institutions instead of using the broad averages that are contained in this report. Special Studies are essential references for planning budgets and evaluating salary trends and pay plans.

Finally, for those persons interested in salary changes within individual disciplines over time, "rolling" three-year salary-trend studies have been written annually for all the applicable disciplines beginning in 1986 for the years 1982-83 through 1985-86, etc. These articles have been accepted annually for publication in the national ERIC periodical *Resources in Education*.

ACKNOWLEDGMENTS

The AASCU/CUPA *1989-90 National Faculty Salary Survey by Discipline and Rank in State Colleges and Universities* has been a collegial undertaking in the best sense of the term. The College and University Personnel Association (CUPA) with headquarters in Washington, D.C., cooperated with the American Association of State Colleges and Universities (AASCU) also in Washington, D.C. and with Appalachian State University in Boone, North Carolina to research and produce this survey.

Special thanks go to CUPA Executive Director Dr. Richard C. Creal and to the CUPA Executive Committee for their continued support of this annual national survey. Appreciation is also sincerely expressed to all of the members of the CUPA Academic Personnel Council over the past few years for their enthusiasm and insights.

Many thanks go to President Allan W. Ostar of AASCU for his continuing interest in and support of this annual national survey. Thanks also go to Dr. Meredith Ludwig, Director, Association Research at AASCU, who monitored the survey effort and made many valuable suggestions.

At Appalachian State University, Chancellor John E. Thomas and Dr. Harvey R. Durham, Provost and Vice Chancellor for Academic Affairs supported the survey through graduate research assistants. This survey could not have been completed without the chancellor's and provost's professional interest and budgetary support. The following valued colleagues at Appalachian State University ably served as co-researchers and co-authors:

Patricia Anne Bland, Office Administrator of CUPA National Faculty Salary Surveys
Rebecca Pierce-Ebdy, M.A. graduate student in English
DeAnna Beckner Faile, Research Educationist, Office of Equal Opportunity Programs
Sandhya Githa Maharaj, Ed. S. graduate student in Student Development
Kimberly Michelle Murdock, undergraduate Research Educationist, Office of Equal Opportunity Programs
Melissa Dale Slack, M.A. graduate student in Business Administration
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Steven Lynn Widenhouse, M.A. graduate student in Communication Disorders

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Finally, very special thanks go to those 278 state college and university presidents/chancellors—AASCU members—who participated in the survey.

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INTRODUCTION

The Background

The College and University Personnel Association (CUPA) is dedicated to supporting human resource professionals associated with higher education around the world by disseminating current theory, methodology, and research results on personnel issues.

In 1974, the CUPA Board of Directors proposed the development of a faculty compensation survey (page 1, CUPA Wingspread Conference, March 1977; and September 1977, Chairman's Report). The CUPA Faculty and Staff Relations Council took responsibility for planning, developing, and conducting a pilot model of faculty salaries by discipline and by rank. In 1980, the Council developed a pilot faculty salary questionnaire along with rationale, instructions, and definitions. They sent the questionnaires to colleagues in 13 diverse CUPA colleges and universities for their review and comments. A review of the respondents' comments indicated that a model already in use by Oklahoma State University to gather similar data best met survey needs. The results of the review process were submitted by the Council to the CUPA Board of Directors for approval.

Once the Board granted permission, CUPA representatives met with appropriate officials at the American Association of State Colleges and Universities (AASCU) to mount a pilot study of 21 general and specific disciplines among the AASCU members. Two hundred and five (205) institutions participated in the 1981-82 national pilot. Later, with many more disciplines/program areas, 227 institutions participated in 1982-83; 213 participated in 1983-84; 267 participated in 1984-85; 262 participated in 1985-86; 262 participated in 1986-87; 272 participated in 1987-88; 281 participated in 1988-89; and 278 participated in 1989-90. In all, over the period of eight years (1981-82 through 1989-90), 374 AASCU-member institutions have participated in the AASCU/CUPA national faculty salary surveys by discipline and rank.

The 1989-90 survey is a further step in the long-term plan to collect as complete information about faculty salaries as possible. Sustained collection of data on the same number of disciplines and institutions over a number of years eventually will establish a data base capable of extensive analyses of faculty salaries. Continuing this year (1989-90), the survey is conducted every fall semester and includes most of the 50 two-digit program areas defined in *A Classification of Instructional Programs* and many of the four- and six-digit areas. The results will be released at the beginning of each new year so that the most current data can be effectively used by line administrators.

For the sixth straight year (1984-85 through 1989-90), information was collected from participating colleges and universities holding collective bargaining contracts with their faculty. It is anticipated that this will continue so that "special studies" and other studies can be requested by institutions at a nominal fee.

Also, for the sixth straight year, the names of all participating institutions for the last eight years of the survey are listed in Appendix B.

We encourage institutions to participate each year so we can provide them with relevant and timely trend data in addition to the special studies that may be requested.

This 1989-90 survey, includes three new disciplines: economics, institutional management, and marketing management and research. With the addition of these three disciplines, the survey now totals 54 academic disciplines.

The reader's comments, suggestions, and questions are appreciated at any time and should be directed to CUPA, AASCU, or to Dr. Richard D. Howe at Appalachian State University (704) 262-2124.

The Need

Current data on faculty compensation are presently being collected each year by the National Center for Education Statistics. The data, however, are not collected at the level of detail required to answer basic questions pertaining to variances in salaries between and among disciplines and ranks. What are missing are data about salary at different ranks and within specific disciplines for different types of institutions. The need to address problems of salary administration with respect to postsecondary faculty in different disciplines and ranks motivated the decision to conduct this survey.

Applications

This survey attempts to address these needs by collecting data on 54 disciplines and comparing faculty ranks and averages, and low and high salaries across these disciplines. The disciplines selected for this survey are those that are most likely to be taught in the 2179 state college and university participating AASCU members.

Such comparative information can be useful to the postsecondary administrator in at least two ways. The community of postsecondary institutions may be thought of as an academic marketplace. Faculty and administrators negotiate remuneration for services of teaching and other responsibilities to be rendered. In this marketplace, a faculty member needs to know what to request, based on the salaries of his or her peers. The administrator needs to know how much to pay for quality without committing more than he or she can justify for the budget.

Detailed salary information is also useful in long-range budgetary planning. Applying estimates of changes in costs, such as the Consumer Price Index or the Higher Education Price Index, to faculty salaries will enable a postsecondary administrator to project future faculty costs.

The use of the salary information is enhanced by knowing the characteristics of the institutions in the comparison group. Since this faculty salary survey collects institutional characteristics of geographical locations, enrollment, budget and FTE of students, an institution can request special studies comparing itself with a group of peers—10 or more institutions—using these characteristics for selection. These special studies are available through CUPA. No individual institutional data will be released by CUPA. The special survey data are aggregate data of 10 or more institutions and with three or more data elements in each cell.

For the sixth straight year participating institutions may request, for a nominal fee, percentile rank (PR) studies which will provide them with both a percentile ranking for each discipline and for each rank in each discipline in comparison with 10 or more other participating institutions. Most importantly, we are able to provide a participating institution with the amount of additional funds it would take to increase its average salary by discipline and rank to a higher PR—e.g., from a 40 PR to a 50 PR. This application of percentile ranking has become an important and relevant aspect of our annual faculty salary survey and we encourage participating institutions to take advantage of this service.

Other institutions which have participated in any one of the surveys may have their own data compared with the trend data in any configuration of 10 or more institutions. (Please understand, that only cells with three or more data elements are used.) Institutions which have not participated in any of the surveys may still request salary data of 10 or more institutions which have participated in any one or more of the surveys.

SURVEY RESULTS

Methodology

This AASCU/CUPA *1989-90 National Faculty Salary Survey by Discipline and Rank in State Colleges and Universities* collected and tabulated full-time salary data for faculty in 54 selected disciplines. These were chosen from among the disciplines defined by the Higher Education General Information Survey (HEGIS) Taxonomy or by *A Classification of Instructional Programs (CIP)*, 1985. Please see APPENDIX A for the list of disciplines/major fields used. The faculty salaries of 72,985 faculty members are found in APPENDIX A—The Data Tables. The list of 278 AASCU public colleges and universities which participated in the annual survey is found in APPENDIX B. Also listed in APPENDIX B are lists of those AASCU colleges and universities which have participated in the annual survey from 1982-83 through 1989-90.

Analysis of Data

To organize the data and permit comparisons between disciplines and by ranks, the following variables were selected: average salary, high salary, low salary, and number of faculty for a given rank and discipline. The variables and other terms arrived at in the tabulations of the data are defined below.

NOTE: Users of this survey may find the category "New Assistant Professor" especially useful in making new hiring decisions since most new faculty in academe are hired at this rank.

Definition of Terms

SALARY—based on a nine or ten-month academic year salary of full-time faculty only. Does not include any faculty members teaching less than 51 percent of the time. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data.

AVERAGE SALARY—based on the survey information with the assumption that all employees were full-time. The average salary displayed is an average of all faculty reported for a given rank and discipline.

HIGH SALARY—the highest salary for any full-time individual of the defined group for which the information is reported.

LOW SALARY—the lowest salary for any full-time individual of the defined group for which the information is reported.

FAC MIX PCT—the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .36 for associate professor means that 36 percent of the faculty in that discipline/major field hold the rank of associate professor.

SALARY FACTOR—for a given rank of a given discipline/major field, the ratio of the average salary to the total average salary of all institutions. For example, a SALARY FACTOR of 1.24 for assistant professors of accounting is 24 percent higher than the average salary of all assistant professors of all institutions which participated in the survey.

RANK—the data are arrayed among the following academic ranks: Professor, Associate Professor, Assistant Professor, New Assistant Professor, and Instructor. The rank of "Lecturer" is not included in the survey.

NUM—the number of faculty members whose salaries were included to compute the average salary.

N/IS—the number of institutions which have reported salary data for a given academic rank and a given discipline/major field.

PARTICIPATING INSTITUTIONS—the number of institutions responding to the survey questionnaire.

NEW ASST PROF—the grouping of assistant professors who were hired for the first time in the Fall of 1988. All data for this group were included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

Examples of Analyses

Although no overall analysis has been undertaken in this report, it is important to illustrate the types of analyses possible using the data available. The following tables show the comparative potential of the data for two major fields: BUSINESS ECONOMICS AND COMMUNICATIONS.

DISCIPLINE BUSINESS AND MANAGEMENT
MAJOR FIELD BUSINESS ECONOMICS 060501

GROUP	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL AVERAGE SALARY	50220	294	87	41126	229	82	36107	231	81	35686	48	32	25391	42	29	42198	796	105
HIGH SALARY	106406			66040			55000			55000			41624			106406		
LOW SALARY	27083			24965			21500			23000			18472			18472		
FAC MIX PCT	0 37			0 29			0 29			0 06			0 05			1 00		
SALARY FACTOR	1 05			1 06			1 13			1 35			1 03			1 08		

DISCIPLINE COMMUNICATIONS
MAJOR FIELD COMMUNICATIONS 090000

GROUP	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL AVERAGE SALARY	46431	407	143	37207	483	159	30087	620	168	28786	113	69	24284	260	105	34936	1770	190
HIGH SALARY	67698			56150			43737			40000			39700			67698		
LOW SALARY	24424			20000			20000			20000			14000			14000		
FAC MIX PCT	0 23			0 27			0 35			0 06			0 15			1 00		
SALARY FACTOR	0 97			0 96			0 94			1 09			0 98			0 90		

1. Size of the Sample. The user should note the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. The number of faculty and the number of institutions were much lower for BUSINESS ECONOMICS (BE) as compared with COMMUNICATIONS (C):

	NUM	N/IS
BE	796	105
C	1770	190

2. Average Salary. The average salary for every rank in BUSINESS ECONOMICS is higher than in COMMUNICATIONS:

	PROFESSOR	ASSOC PROF	ASST PROF	NEW ASST PROF	INSTRUCTOR	ALL RANKS
BE	50220	41126	36107	35686	25391	42198
C	46431	37207	30087	28786	24284	34936

3. High and Low Salaries. The "high salaries" for BUSINESS ECONOMICS are all higher than for COMMUNICATIONS, and the "low salaries" are also higher for BUSINESS ECONOMICS.

High Salary:

	PROFESSOR	ASSOC PROF	ASST PROF	NEW ASST PROF	INSTRUCTOR	ALL RANKS
BE	106406	66040	55000	55000	41624	106406
C	67698	56150	43737	40000	39700	67698

Low Salary:

	PROFESSOR	ASSOC PROF	ASST PROF	NEW ASST PROF	INSTRUCTOR	ALL RANKS
BE	27083	24965	21500	23000	18472	18472
C	24424	20000	20000	20000	14000	14000

4. Faculty Mix Percentage. The two disciplines are rather dissimilar except at the rank of ASSOC PROF, when compared on the basis of faculty mix percentage, which refers to the percentage of faculty in a given discipline who hold a given rank. For example, in BUSINESS ECONOMICS, 37 percent of the faculty hold the rank of PROFESSOR compared with COMMUNICATIONS where 23 percent of the faculty hold the rank of PROFESSOR. The comparisons for all ranks between the two major fields are as follows (note that the NEW ASST PROF percentage is included in ASST PROF and each percentage has been rounded up):

	PROFESSOR	ASSOC PROF	ASST PROF	NEW ASST PROF	INSTRUCTOR	ALL RANKS
BE	.37	.29	.29	.06	.05	1.00
C	.23	.27	.35	.06	.15	1.00

It is interesting to note how the faculty mix percentage differs among a relatively "new" major field like NURSING and an "old" field like PHILOSOPHY AND RELIGION, and also how these differences compare with the overall average of ALL MAJOR FIELDS in the study. The comparison for the major fields of NURSING (N), PHILOSOPHY AND RELIGION (PR), and for the overall study average of ALL MAJOR FIELDS (AMF) are noted below:

	PROFESSOR	ASSOC PROF	ASST PROF	NEW ASST PROF	INSTRUCTOR	ALL RANKS
N	.09	.24	.49	.05	.18	1.00
PR	.45	.30	.22	.04	.04	1.00
AMF	.36	.28	.28	.14	.08	1.00

5. Salary Factor. This variable permits comparisons between the average salary of faculty in a given rank of a given discipline and the average salary of all faculty members in that rank in all the disciplines of all reporting institutions. A constant number, 100 percent, represents the average salary of all faculty in that rank for all reporting institutions. The following data show, for example, in BUSINESS ECONOMICS the average salary of PROFESSOR is 5 percent above the average salary of all PROFESSORS from the reporting institutions and is 8 percent above the average salary of PROFESSORS in COMMUNICATIONS. The salary factors also show that for every rank the average salary for BUSINESS ECONOMICS faculty is higher than the average salary for COMMUNICATIONS faculty:

	PROFESSOR	ASSOC PROF	ASST PROF	NEW ASST PROF	INSTRUCTOR	ALL RANKS
BE	1.05	1.06	1.13	1.35	1.03	1.08
C	.97	.96	.94	1.09	.99	.90

6. Comparisons Between Non-Collective Bargaining Institutions and Collective Bargaining Institutions. In the two major fields of BUSINESS ECONOMICS and COMMUNICATIONS, the user should note below, the size of the sample, average salary, high and low salaries, faculty mix percentage and salary factor between GROUP #1 (Non-Collective Bargaining Institutions), and GROUP #2 (Collective Bargaining Institutions). For both BUSINESS ECONOMICS and COMMUNICATIONS the salary factor for collective bargaining faculty is higher than for non-collective bargaining faculty: 6 percent more for collective bargaining BUSINESS ECONOMICS faculty, and 16 percent more for collective bargaining COMMUNICATIONS faculty.

In all 54 major fields in the survey except for "Hotel/Motel Management" (a "new" field), collective bargaining faculty have a higher salary factor than for non-collective bargaining faculty. Ninety-seven (34 percent) of the 278 participating institutions have some type of collective bargaining contract with their faculties. The overall salary factor is 16 percent higher for collective bargaining institutions than for non-collective bargaining institutions in the survey.

APPENDIX A

LIST OF SELECTED DISCIPLINES

AND

MAJOR FIELDS

AND

THE DATA TABLES

Group #1: Non-Collective Bargaining
Group #2: Collective Bargaining

DISCIPLINE: AGRIBUSINESS & AGRI PRODUCTION
MAJOR FIELD: AGRIBUSINESS & AGRICULTURE PRODUCTI 010000

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
GROUP	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL AVERAGE SALARY	45111	197	37	34601	99	39	30126	74	36	30348	7	6	22303	15	13	38639	385	52
HIGH SALARY	62185			44291			36408			36408			27600			62185		
LOW SALARY	30997			19150			19621			25140			10000			10000		
FAC MIX PCT	0.51			0.26			0.19			0.02			0.04			1.00		
SALARY FACTOR	0.94			0.89			0.94			1.15			0.91			0.99		
#1 AVERAGE SALARY	42235	100		33872	74		29995	55		30177	5		22507	11		35947	240	
HIGH SALARY	62185			42475			35880			35000			27600			62185		
LOW SALARY	30997			28429			19621			27040			10000			10000		
FAC MIX PCT	0.42			0.31			0.23			0.02			0.05			1.00		
SALARY FACTOR	0.88			0.88			0.94			1.14			0.92			0.92		
#2 AVERAGE SALARY	48075	97		36760	25		30507	19		30774	2		21742	4		43095	145	
HIGH SALARY	61044			44291			36408			36408			25974			61044		
LOW SALARY	34956			19150			25140			25140			18276			18276		
FAC MIX PCT	0.67			0.17			0.13			0.01			0.03			1.00		
SALARY FACTOR	1.00			0.95			0.95			1.16			0.88			1.10		

DISCIPLINE: ARCHITECTURE & ENVIR. DESIGN
MAJOR FIELD: ARCHITECTURE & ENVIRONMENTAL DESIGN 040000

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
GROUP	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL AVERAGE SALARY	47280	124	14	40663	88	17	33832	59	15	32190	14	7	21790	4	1	41906	275	17
HIGH SALARY	68311			61331			46234			38000			23000			68311		
LOW SALARY	24180			25888			18000			24000			20821			18000		
FAC MIX PCT	0.45			0.32			0.21			0.05			0.01			1.00		
SALARY FACTOR	0.99			1.05			1.06			1.22			0.89			1.07		
#1 AVERAGE SALARY	44276	38		39233	57		33129	36		33182	11		21790	4		38507	135	
HIGH SALARY	63579			61331			44280			38000			23000			63579		
LOW SALARY	28570			25888			18000			24000			20821			18000		
FAC MIX PCT	0.28			0.42			0.27			0.08			0.03			1.00		
SALARY FACTOR	0.92			1.01			1.03			1.26			0.89			0.99		
#2 AVERAGE SALARY	48607	86		43291	31		34933	23		28553	3					45183	140	
HIGH SALARY	68311			57422			46234			30310						68311		
LOW SALARY	24180			30457			26390			26390						24180		
FAC MIX PCT	0.61			0.22			0.16			0.02						1.00		
SALARY FACTOR	1.01			1.12			1.09			1.08						1.16		

Group #1: Non-Collective Bargaining
Group #2: Collective Bargaining

DISCIPLINE: AREA AND ETHNIC STUDIES
MAJOR FIELD: AREA AND ETHNIC STUDIES 050000

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	50653	60	22	40312	57	21	33252	42	19	32602	5	4	29154	12	7	41423	171	33
HIGH SALARY	65178			57312			42312			37440			41000			65178		
LOW SALARY	36801			30457			25028			28000			19788			19788		
FAC MIX PCT	0.35			0.33			0.25			0.03			0.07			1.00		
SALARY FACTOR	1.06			1.04			1.04			1.23			1.19			1.06		
#1 AVERAGE SALARY	49718	12		39774	19		32818	15		33753	4		22400	2		39362	48	
HIGH SALARY	65178			49290			41696			37440			25000			65178		
LOW SALARY	36801			31610			27483			30080			19800			19800		
FAC MIX PCT	0.25			0.40			0.31			0.08			0.04			1.00		
SALARY FACTOR	1.04			1.03			1.02			1.28			0.91			1.01		
#2 AVERAGE SALARY	50886	48		40581	38		33493	27		28000	1		30504	10		42227	123	
HIGH SALARY	55457			57312			42312			28000			41000			57312		
LOW SALARY	40631			30457			25028			28000			19788			19788		
FAC MIX PCT	0.39			0.31			0.22			0.01			0.08			1.00		
SALARY FACTOR	1.06			1.05			1.05			1.06			1.24			1.08		

DISCIPLINE: BUSINESS AND MANAGEMENT
MAJOR FIELD: BUSINESS AND MANAGEMENT 060000

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	53162	461	95	44166	481	101	39193	566	99	41515	94	53	28401	154	55	43506	1662	111
HIGH SALARY	95729			70900			62219			54000			50000			95729		
LOW SALARY	22500			23000			19092			22167			14500			14500		
FAC MIX PCT	0.28			0.29			0.34			0.06			0.09			1.00		
SALARY FACTOR	1.11			1.14			1.22			1.57			1.16			1.11		
#1 AVERAGE SALARY	53120	309		44209	296		39404	382		42004	67		27600	103		43481	1090	
HIGH SALARY	95729			70900			62219			54000			49928			95729		
LOW SALARY	22500			23000			19092			24638			14500			14500		
FAC MIX PCT	0.28			0.27			0.35			0.06			0.09			1.00		
SALARY FACTOR	1.11			1.14			1.23			1.59			1.12			1.11		
#2 AVERAGE SALARY	53249	152		44097	185		38755	184		40302	27		30019	51		43555	572	
HIGH SALARY	79116			62500			53767			53500			50000			79116		
LOW SALARY	37936			25681			22167			22167			18356			18356		
FAC MIX PCT	0.27			0.32			0.32			0.05			0.09			1.00		
SALARY FACTOR	1.11			1.14			1.21			1.52			1.22			1.12		

Group #1: Non-Collective Bargaining
Group #2: Collective Bargaining

DISCIPLINE: BUSINESS AND MANAGEMENT
MAJOR FIELD: ACCOUNTING 060201

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	55971	530	147	46302	529	166	40166	629	180	42507	116	77	27746	199	97	45015	1887	204
HIGH SALARY	101000			67788			60200			58000			52000			101000		
LOW SALARY	28500			25031			22370			24600			16785			16785		
FAC MIX PCT	0.28			0.28			0.33			0.06			0.11			1.00		
SALARY FACTOR	1.17			1.20			1.25			1.61			1.13			1.15		
#1 AVERAGE SALARY	56221	288		46346	344		40463	442		42728	80		27490	161		44085	1235	
HIGH SALARY	101000			67788			60200			58000			51102			101000		
LOW SALARY	28500			26865			22705			25000			16785			16785		
FAC MIX PCT	0.23			0.28			0.36			0.06			0.13			1.00		
SALARY FACTOR	1.17			1.20			1.26			1.62			1.12			1.13		
#2 AVERAGE SALARY	55672	242		4622:	185		39464	187		42015	36		28828	38		46777	652	
HIGH SALARY	75273			62000			55629			55000			52000			75273		
LOW SALARY	31337			25031			22370			24600			19225			19225		
FAC MIX PCT	0.37			0.28			0.29			0.06			0.06			1.00		
SALARY FACTOR	1.16			1.19			1.23			1.59			1.17			1.20		

DISCIPLINE: BUSINESS AND MANAGEMENT
MAJOR FIELD: BUSINESS ADMN & MANAGEMENT, GENERAL 060401

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	52714	777	168	43653	814	182	38573	769	172	40025	138	77	25801	263	103	43057	2623	200
HIGH SALARY	130000			66300			55490			54500			52000			130000		
LOW SALARY	30250			23340			18000			22500			14772			14772		
FAC MIX PCT	0.30			0.31			0.29			0.05			0.10			1.00		
SALARY FACTOR	1.10			1.13			1.20			1.51			1.05			1.10		
#1 AVERAGE SALARY	51729	399		43409	523		39053	524		41565	96		25919	214		41778	1660	
HIGH SALARY	130000			66300			55490			54500			52000			130000		
LOW SALARY	31158			23340			18000			22500			14772			14772		
FAC MIX PCT	0.24			0.32			0.32			0.06			0.13			1.00		
SALARY FACTOR	1.08			1.12			1.22			1.57			1.05			1.07		
#2 AVERAGE SALARY	53753	378		44093	291		37548	245		36505	42		25284	49		45262	963	
HIGH SALARY	75257			59318			54088			49000			40036			75257		
LOW SALARY	30250			25680			20145			23755			17577			17577		
FAC MIX PCT	0.39			0.30			0.25			0.04			0.05			1.00		
SALARY FACTOR	1.12			1.14			1.17			1.38			1.03			1.16		

Group #1: Non-Collective Bargaining
Group #2: Collective Bargaining

DISCIPLINE: BUSINESS AND MANAGEMENT
MAJOR FIELD: BUSINESS ECONOMICS 060501

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	50220	294	87	41126	229	82	36107	231	81	35686	48	32	25391	42	29	42198	796	105
HIGH SALARY	106406			66040			55000			55000			41624			106406		
LOW SALARY	27083			24965			21500			23000			18472			18472		
FAC MIX PCT	0.37			0.29			0.29			0.06			0.05			1.00		
SALARY FACTOR	1.05			1.06			1.13			1.35			1.03			1.08		
#1 AVERAGE SALARY	49293	225		41209	189		36191	183		36012	40		25237	37		41697	634	
HIGH SALARY	106406			66040			55000			55000			41624			106406		
LOW SALARY	27083			24965			21500			23000			18472			18472		
FAC MIX PCT	0.35			0.30			0.29			0.06			0.06			1.00		
SALARY FACTOR	1.03			1.07			1.13			1.36			1.03			1.07		
#2 AVERAGE SALARY	53242	69		40732	40		35786	48		34060	8		26534	5		44156	162	
HIGH SALARY	66536			53198			48350			48000			30676			66536		
LOW SALARY	32622			28338			27482			27482			22000			22000		
FAC MIX PCT	0.43			0.25			0.30			0.05			0.03			1.00		
SALARY FACTOR	1.11			1.05			1.12			1.29			1.08			1.13		

DISCIPLINE: BUSINESS AND MANAGEMENT
MAJOR FIELD: HOTEL/MOTEL MANAGEMENT 060701

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	53890	7	4	47085	17	8	37927	31	10	38374	6	4	25662	6	4	41104	61	13
HIGH SALARY	62200			60412			47000			44000			30000			62200		
LOW SALARY	40000			32000			22870			30000			19070			19070		
FAC MIX PCT	0.11			0.28			0.51			0.10			0.10			1.00		
SALARY FACTOR	1.12			1.22			1.18			1.45			1.04			1.05		
#1 AVERAGE SALARY	55980	3		47176	10		38943	15		39170	4		27667	3		42156	31	
HIGH SALARY	62200			60412			47000			44000			30000			62200		
LOW SALARY	49250			40200			29218			30000			26000			26000		
FAC MIX PCT	0.10			0.32			0.48			0.13			0.10			1.00		
SALARY FACTOR	1.17			1.22			1.22			1.48			1.13			1.08		
#2 AVERAGE SALARY	52322	4		46955	7		36974	16		36782	2		23656	3		40017	30	
HIGH SALARY	59892			54516			42820			38214			28825			59892		
LOW SALARY	40000			32000			22870			35350			19070			19070		
FAC MIX PCT	0.13			0.23			0.53			0.07			0.10			1.00		
SALARY FACTOR	1.09			1.21			1.15			1.39			0.96			1.03		

Group #1: Non-Collective Bargaining
Group #2: Collective Bargaining

DISCIPLINE: BUSINESS AND MANAGEMENT
MAJOR FIELD: MARKETING MANAGEMENT 061401

GROUP	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL AVERAGE SALARY	55625	264	67	45561	173	71	41502	206	74	44606	41	30	26826	58	40	46608	701	96
HIGH SALARY	111250			59400			58000			53000			47925			111250		
LOW SALARY	33150			24348			25548			32945			16620			16620		
FAC MIX PCT	0.38			0.25			0.29			0.06			0.08			1.00		
SALARY FACTOR	1.16			1.18			1.30			1.69			1.09			1.19		
#1 AVERAGE SALARY	55200	111		45311	113		41782	153		44799	37		27273	46		44667	423	
HIGH SALARY	111250			59400			58000			53000			47925			111250		
LOW SALARY	33150			24348			25548			37000			18000			18000		
FAC MIX PCT	0.26			0.27			0.36			0.09			0.11			1.00		
SALARY FACTOR	1.15			1.17			1.30			1.69			1.11			1.14		
#2 AVERAGE SALARY	55934	153		46032	60		40696	53		42818	4		25116	12		49561	278	
HIGH SALARY	80690			58664			51317			47000			30252			80690		
LOW SALARY	43128			32251			25563			32945			16620			16620		
FAC MIX PCT	0.55			0.22			0.19			0.01			0.04			1.00		
SALARY FACTOR	1.17			1.19			1.27			1.62			1.02			1.27		

DISCIPLINE: BUSINESS (ADMIN. SUPPORT)
MAJOR FIELD: SECRETARIAL & RELATED PROG, GEN 070601

GROUP	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL AVERAGE SALARY	43723	87	43	35593	116	57	30659	116	53	32856	8	7	23565	51	31	34300	370	76
HIGH SALARY	60672			50472			41403			41403			29882			60672		
LOW SALARY	23987			21693			19680			29000			17000			17000		
FAC MIX PCT	0.24			0.31			0.31			0.02			0.14			1.00		
SALARY FACTOR	0.91			0.92			0.96			1.24			0.96			0.88		
#1 AVERAGE SALARY	42849	62		34693	91		30488	91		32843	7		23573	47		33319	291	
HIGH SALARY	60672			47112			41403			41403			29882			60672		
LOW SALARY	23987			21693			19680			29000			17000			17000		
FAC MIX PCT	0.21			0.31			0.31			0.02			0.16			1.00		
SALARY FACTOR	0.89			0.90			0.95			1.24			0.96			0.85		
#2 AVERAGE SALARY	45892	25		38868	25		31283	25		32944	1		23479	4		37911	79	
HIGH SALARY	58480			50472			39600			32944			24226			58480		
LOW SALARY	32341			27866			20335			32944			22804			20335		
FAC MIX PCT	0.32			0.32			0.32			0.01			0.05			1.00		
SALARY FACTOR	0.96			1.00			0.98			1.25			0.96			0.97		

Group #1: Non-Collective Bargaining
Group #2: Collective Bargaining

DISCIPLINE: COMMUNICATIONS
MAJOR FIELD: COMMUNICATIONS 090000

GROUP		PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL	AVERAGE SALARY	46431	407	143	37207	483	159	30087	620	168	28786	113	69	24284	260	105	34936	1770	190
	HIGH SALARY	67698			56150			43737			40000			39700			67698		
	LOW SALARY	24424			20000			20000			20000			14000			14000		
	FAC MIX PCT	0.23			0.27			0.35			0.06			0.15			1.00		
	SALARY FACTOR	0.97			0.96			0.94			1.09			0.99			0.90		
#1	AVERAGE SALARY	43364	218		35981	295		28991	382		27764	70		23980	195		32860	1090	
	HIGH SALARY	67698			53060			40676			37000			39700			67698		
	LOW SALARY	30093			20000			20007			22000			14000			14000		
	FAC MIX PCT	0.20			0.27			0.35			0.06			0.18			1.00		
	SALARY FACTOR	0.90			0.93			0.91			1.05			0.98			0.84		
#2	AVERAGE SALARY	49970	189		39131	188		31847	238		30450	43		25197	65		38262	680	
	HIGH SALARY	62221			56150			43737			40000			34000			62221		
	LOW SALARY	24424			28305			20000			20000			17100			17100		
	FAC MIX PCT	0.28			0.28			0.35			0.06			0.10			1.00		
	SALARY FACTOR	1.04			1.01			0.99			1.15			1.03			0.98		

DISCIPLINE: COMMUNICATION TECHNOLOGIES
MAJOR FIELD: RADIO., TV PROD & BROADCASTING TECH 100104

GROUP		PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL	AVERAGE SALARY	49953	53	15	40445	38	15	32141	50	19	30182	6	4	26841	14	8	39788	155	21
	HIGH SALARY	65781			50472			48168			31034			31402			65781		
	LOW SALARY	32960			23340			19140			29556			19149			19140		
	FAC MIX PCT	0.34			0.25			0.32			0.04			0.09			1.00		
	SALARY FACTOR	1.04			1.05			1.00			1.14			1.09			1.02		
#1	AVERAGE SALARY	42274	9		30484	7		28466	20		30000	2		25618	6		31354	42	
	HIGH SALARY	65781			42751			40639			30000			30500			65781		
	LOW SALARY	34080			23340			19140			30000			22152			19140		
	FAC MIX PCT	0.21			0.17			0.48			0.05			0.14			1.00		
	SALARY FACTOR	0.88			0.79			0.89			1.13			1.04			0.80		
#2	AVERAGE SALARY	51523	44		42694	31		34591	30		30274	4		27758	8		42923	113	
	HIGH SALARY	61044			50472			48168			31034			31402			61044		
	LOW SALARY	32960			34215			26808			29556			19149			19149		
	FAC MIX PCT	0.39			0.27			0.27			0.04			0.07			1.00		
	SALARY FACTOR	1.07			1.10			1.08			1.15			1.13			1.10		

Group #1: Non-Collective Bargaining
Group #2: Collective Bargaining

DISCIPLINE: COMPUTER & INFORMATION SCIENCE
MAJOR FIELD: COMPUTER & INFORMATION SCIENCES 110000

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	52702	476	154	44020	506	180	37548	682	195	39322	83	66	26943	249	106	41650	1913	223
HIGH SALARY	114872			67000			56340			56000			59892			114872		
LOW SALARY	19957			24242			21000			21000			17599			17599		
FAC MIX PCT	0.25			0.26			0.36			0.04			0.13			1.00		
SALARY FACTOR	1.10			1.14			1.17			1.49			1.10			1.07		
#1 AVERAGE SALARY	51884	247		43710	329		37689	466		40337	57		26792	188		40484	1230	
HIGH SALARY	114872			67000			56000			56000			45000			114872		
LOW SALARY	19957			24242			21000			21000			17599			17599		
FAC MIX PCT	0.20			0.27			0.38			0.05			0.15			1.00		
SALARY FACTOR	1.08			1.13			1.18			1.53			1.09			1.04		
#2 AVERAGE SALARY	53584	229		44598	177		37245	216		37098	26		27410	61		43750	683	
HIGH SALARY	73161			57242			56340			46500			59892			73161		
LOW SALARY	23400			30099			21250			27000			18261			18261		
FAC MIX PCT	0.34			0.26			0.32			0.04			0.09			1.00		
SALARY FACTOR	1.12			1.15			1.16			1.40			1.12			1.12		

DISCIPLINE: EDUCATION
MAJOR FIELD: EDUCATION 130000

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	47250	1072	134	38464	830	123	30975	831	129	30072	193	80	23883	165	61	38736	2898	143
HIGH SALARY	152816			63348			46176			42024			49473			152816		
LOW SALARY	24180			20000			15000			19035			11700			11700		
FAC MIX PCT	0.37			0.29			0.29			0.07			0.06			1.00		
SALARY FACTOR	0.99			0.99			0.97			1.14			0.97			0.99		
#1 AVERAGE SALARY	45027	641		36877	515		29773	527		28974	124		23145	118		36799	1801	
HIGH SALARY	152816			61300			43825			42024			49473			152816		
LOW SALARY	27563			20000			15000			19035			11700			11700		
FAC MIX PCT	0.36			0.29			0.29			0.07			0.07			1.00		
SALARY FACTOR	0.94			0.95			0.93			1.10			0.94			0.94		
#2 AVERAGE SALARY	50555	431		41060	315		33059	304		32047	69		25736	47		41916	1097	
HIGH SALARY	69111			63348			46176			39924			39924			69111		
LOW SALARY	24180			21865			18300			23000			16620			16620		
FAC MIX PCT	0.39			0.29			0.28			0.06			0.04			1.00		
SALARY FACTOR	1.05			1.06			1.03			1.21			1.05			1.07		

Group #1: Non-Collective Bargaining
Group #2: Collective Bargaining

DISCIPLINE: EDUCATION
MAJOR FIELD: CURRICULUM AND INSTRUCTION 130301

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	45499	301	55	37732	226	54	30772	232	55	29398	46	26	24567	54	26	37747	813	61
HIGH SALARY	71891			71753			49000			49000			34281			71891		
LOW SALARY	29000			23000			21710			23500			18720			18720		
FAC MIX PCT	0.37			0.28			0.29			0.06			0.07			1.00		
SALARY FACTOR	0.95			0.98			0.96			1.11			1.00			0.97		
#1 AVERAGE SALARY	43794	211		36684	165		29745	142		28613	30		24385	38		36769	556	
HIGH SALARY	71891			71753			46035			42503			34281			71891		
LOW SALARY	29000			23000			22086			23700			18720			18720		
FAC MIX PCT	0.38			0.30			0.26			0.05			0.07			1.00		
SALARY FACTOR	0.91			0.95			0.93			1.08			0.99			0.94		
#2 AVERAGE SALARY	49497	90		40565	61		32393	90		30869	16		24999	16		39862	257	
HIGH SALARY	68250			55540			49000			49000			28148			68250		
LOW SALARY	37611			29083			21710			23500			20000			20000		
FAC MIX PCT	0.35			0.24			0.35			0.06			0.06			1.00		
SALARY FACTOR	1.03			1.05			1.01			1.17			1.02			1.02		

DISCIPLINE: EDUCATION
MAJOR FIELD: HIGHER EDUC ADMINISTRATION 130406

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	47418	179	47	39363	102	44	30950	64	30	29877	22	15	25498	5	4	41746	350	50
HIGH SALARY	80838			55343			39924			39500			30000			80838		
LOW SALARY	30891			27135			22005			22005			20817			20817		
FAC MIX PCT	0.51			0.29			0.18			0.06			0.01			1.00		
SALARY FACTOR	0.99			1.02			0.97			1.13			1.04			1.07		
#1 AVERAGE SALARY	46915	123		39351	59		30848	47		30242	19		25498	5		41323	234	
HIGH SALARY	80838			55343			39500			39500			30000			80838		
LOW SALARY	30891			31185			22005			22005			20817			20817		
FAC MIX PCT	0.53			0.25			0.20			0.08			0.02			1.00		
SALARY FACTOR	0.98			1.02			0.96			1.14			1.04			1.06		
#2 AVERAGE SALARY	48522	56		39380	43		31231	17		27567	3					42598	116	
HIGH SALARY	58335			50472			39924			30000						58335		
LOW SALARY	37377			27135			23000			23000						23000		
FAC MIX PCT	0.48			0.37			0.15			0.03						1.00		
SALARY FACTOR	1.01			1.02			0.98			1.04						1.09		

Group #1: Non-Collective Bargaining
Group #2: Collective Baragaining

DISCIPLINE: EDUCATION
MAJOR FIELD: SPECIAL EDUCATION, GENERAL 131001

GROUP		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL	AVERAGE SALARY	47213	281	81	37908	229	90	31148	182	78	29014	30	24	25388	36	27	39190	728	103
	HIGH SALARY	69640			54871			41282			33500			34479			69640		
	LOW SALARY	27998			24588			19000			19000			14922			14922		
	FAC MIX PCT	0.39			0.31			0.25			0.04			0.05			1.00		
	SALARY FACTOR	0.98			0.98			0.97			1.10			1.03			1.00		
#1	AVERAGE SALARY	43928	131		35720	111		30028	91		28767	20		25070	15		36862	348	
	HIGH SALARY	59696			54871			40032			33500			30750			59696		
	LOW SALARY	27998			24588			19000			19000			20140			19000		
	FAC MIX PCT	0.38			0.32			0.26			0.06			0.04			1.00		
	SALARY FACTOR	0.92			0.92			0.94			1.09			1.02			0.94		
#2	AVERAGE SALARY	50081	150		39967	118		32268	91		29509	10		25614	21		41322	380	
	HIGH SALARY	69640			52267			41282			33047			34479			69640		
	LOW SALARY	31896			27099			23922			27000			14922			14922		
	FAC MIX PCT	0.39			0.31			0.24			0.03			0.06			1.00		
	SALARY FACTOR	1.04			1.03			1.01			1.12			1.04			1.06		

DISCIPLINE: EDUCATION
MAJOR FIELD: STUDENT COUNSELING & PERSONNEL SERV 131101

GROUP		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL	AVERAGE SALARY	48402	249	71	36885	157	60	30766	130	57	30053	28	21	25753	20	10	40211	556	74
	HIGH SALARY	105920			50472			44980			38250			38000			105920		
	LOW SALARY	30961			25939			20000			20000			17500			17500		
	FAC MIX PCT	0.45			0.28			0.23			0.05			0.04			1.00		
	SALARY FACTOR	1.01			0.95			0.96			1.14			1.05			1.03		
#1	AVERAGE SALARY	45953	128		35502	93		29543	65		30031	14		26272	15		38199	301	
	HIGH SALARY	105920			48396			38250			38250			38000			105920		
	LOW SALARY	30961			25939			20000			20000			17500			17500		
	FAC MIX PCT	0.43			0.31			0.22			0.05			0.05			1.00		
	SALARY FACTOR	0.96			0.92			0.92			1.14			1.07			0.98		
#2	AVERAGE SALARY	50993	121		38894	64		31990	65		30075	14		24196	5		42586	255	
	HIGH SALARY	63306			50472			44980			33168			28149			63306		
	LOW SALARY	33660			28305			25000			25000			21005			21005		
	FAC MIX PCT	0.47			0.25			0.25			0.05			0.02			1.00		
	SALARY FACTOR	1.06			1.01			1.00			1.14			0.98			1.09		

Group #1: Non-Collective Bargaining
Group #2: Collective Bargaining

DISCIPLINE: EDUCATION
MAJOR FIELD: TEACHER EDUCATION, GENERAL PROGRAMS 131200

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
GROUP	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL AVERAGE SALARY	46045	703	101	37120	440	101	30409	508	106	29002	123	59	24905	88	44	38149	1739	111
HIGH SALARY	66200			50551			43366			38124			34034			66200		
LOW SALARY	28066			23040			20717			22000			16500			16500		
FAC MIX PCT	0.40			0.25			0.29			0.07			0.05			1.00		
SALARY FACTOR	0.96			0.96			0.95			1.10			1.01			0.98		
#1 AVERAGE SALARY	42641	403		35190	263		29057	306		28228	75		24674	61		35658	1033	
HIGH SALARY	66200			50329			43366			37950			34034			66200		
LOW SALARY	28066			23040			20717			22000			16500			16500		
FAC MIX PCT	0.39			0.25			0.30			0.07			0.06			1.00		
SALARY FACTOR	0.89			0.91			0.91			1.07			1.00			0.91		
#2 AVERAGE SALARY	50619	300		39989	177		32456	202		30212	48		25429	27		41793	706	
HIGH SALARY	63166			50551			41875			38124			33329			63166		
LOW SALARY	29484			27333			23922			23922			17550			17550		
FAC MIX PCT	0.42			0.25			0.29			0.07			0.04			1.00		
SALARY FACTOR	1.06			1.03			1.01			1.14			1.03			1.07		

DISCIPLINE: EDUCATION
MAJOR FIELD: INDUSTRIAL ARTS EDUCATION 131309

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
GROUP	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL AVERAGE SALARY	45149	171	51	36994	122	48	31360	145	52	30947	15	10	24750	53	30	36848	491	62
HIGH SALARY	65648			56057			47068			35000			33300			65648		
LOW SALARY	19150			24597			19300			25500			17200			17200		
FAC MIX PCT	0.35			0.25			0.30			0.03			0.11			1.00		
SALARY FACTOR	0.94			0.96			0.98			1.17			1.01			0.94		
#1 AVERAGE SALARY	42803	96		35951	83		31263	101		31747	13		24740	35		35290	315	
HIGH SALARY	55000			56057			47068			35000			31000			56057		
LOW SALARY	30258			24597			21115			26250			17500			17500		
FAC MIX PCT	0.30			0.26			0.32			0.04			0.11			1.00		
SALARY FACTOR	0.89			0.93			0.98			1.20			1.01			0.90		
#2 AVERAGE SALARY	48152	75		39215	39		31583	44		25750	2		24771	18		39638	176	
HIGH SALARY	65648			50472			39924			26000			33300			65648		
LOW SALARY	19150			29572			19300			25500			17200			17200		
FAC MIX PCT	0.43			0.22			0.25			0.01			0.10			1.00		
SALARY FACTOR	1.00			1.01			0.99			0.97			1.01			1.02		

Group #1: Non-Collective Bargaining
Group #2: Collective Bargaining

DISCIPLINE: EDUCATION
MAJOR FIELD: PHYSICAL EDUCATION 131314

GROUP		PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL	AVERAGE SALARY	46760	733	186	38183	712	208	31383	908	222	29240	112	81	25533	462	131	36146	2815	237
	HIGH SALARY	71832			69213			48257			39924			52300			71832		
	LOW SALARY	27974			24991			19764			23205			12000			12000		
	FAC MIX PCT	0.26			0.25			0.32			0.04			0.16			1.00		
	SALARY FACTOR	0.98			0.99			0.98			1.11			1.04			0.93		
#1	AVERAGE SALARY	42659	362		35647	388		30240	539		28700	64		25784	353		33297	1642	
	HIGH SALARY	70601			55400			45331			36624			52300			70601		
	LOW SALARY	27974			24991			20500			23205			12000			12000		
	FAC MIX PCT	0.22			0.24			0.33			0.04			0.21			1.00		
	SALARY FACTOR	0.89			0.92			0.94			1.09			1.05			0.85		
#2	AVERAGE SALARY	50762	371		41220	324		33052	369		29961	48		24721	109		40135	1173	
	HIGH SALARY	71832			69213			48257			39924			34479			71832		
	LOW SALARY	32430			26104			19764			23500			16685			16685		
	FAC MIX PCT	0.32			0.28			0.31			0.04			0.09			1.00		
	SALARY FACTOR	1.06			1.07			1.03			1.13			1.01			1.03		

DISCIPLINE: EDUCATION
MAJOR FIELD: READING EDUCATION 131315

GROUP		PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL	AVERAGE SALARY	45666	80	30	37428	44	26	30732	56	29	28345	10	9	24154	23	12	37323	203	45
	HIGH SALARY	64780			47932			38819			32000			31850			64780		
	LOW SALARY	29202			26970			21446			26000			19440			19440		
	FAC MIX PCT	0.39			0.22			0.28			0.05			0.11			1.00		
	SALARY FACTOR	0.95			0.97			0.96			1.07			0.98			0.96		
#1	AVERAGE SALARY	41937	43		35225	29		29556	37		28439	9		24154	23		33893	132	
	HIGH SALARY	64780			42189			38819			32000			31850			64780		
	LOW SALARY	29202			26970			21446			26000			19440			19440		
	FAC MIX PCT	0.33			0.22			0.28			0.07			0.17			1.00		
	SALARY FACTOR	0.87			0.91			0.92			1.08			0.98			0.87		
#2	AVERAGE SALARY	50001	37		41689	15		33022	19		27500	1					43701	71	
	HIGH SALARY	56524			47932			37014			27500						56524		
	LOW SALARY	37400			35920			25804			27500						25804		
	FAC MIX PCT	0.52			0.21			0.27			0.01						1.00		
	SALARY FACTOR	1.04			1.08			1.03			1.04						1.12		

Group #1: Non-Collective Bargaining
Group #2: Collective Bargaining

DISCIPLINE: ENGINEERING
MAJOR FIELD: ENGINEERING 140000

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	55354	983	68	45229	702	72	39468	593	70	39534	104	41	30645	64	33	47621	2342	80
HIGH SALARY	110438			78000			63107			48000			50972			110438		
LOW SALARY	23400			25437			24495			27360			17730			17730		
FAC MIX PCT	0.42			0.30			0.25			0.04			0.03			1.00		
SALARY FACTOR	1.15			1.17			1.23			1.50			1.25			1.22		
#1 AVERAGE SALARY	54217	413		45181	396		39348	404		39372	72		31694	51		45724	1264	
HIGH SALARY	110000			78000			63107			48000			50972			110000		
LOW SALARY	33500			30000			24495			27360			20000			20000		
FAC MIX PCT	0.33			0.31			0.32			0.06			0.04			1.00		
SALARY FACTOR	1.13			1.17			1.23			1.49			1.29			1.17		
#2 AVERAGE SALARY	56178	570		45291	306		39726	189		39899	32		26527	13		49845	1078	
HIGH SALARY	110438			56192			48355			46452			35500			110438		
LOW SALARY	23400			25437			27500			27500			17730			17730		
FAC MIX PCT	0.53			0.28			0.18			0.03			0.01			1.00		
SALARY FACTOR	1.17			1.17			1.24			1.51			1.08			1.28		

DISCIPLINE: ENGINEERING TECHNOLOGIES
MAJOR FIELD: ENGINEERING RELATED TECHNOLOGIES 150000

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	46434	239	56	39379	355	73	33123	330	67	32603	45	31	27437	91	34	37935	1015	77
HIGH SALARY	68210			56654			47601			46000			36409			68210		
LOW SALARY	29428			24928			14139			21000			15456			14139		
FAC MIX PCT	0.24			0.35			0.33			0.04			0.09			1.00		
SALARY FACTOR	0.97			1.02			1.03			1.23			1.12			0.97		
#1 AVERAGE SALARY	43230	156		37398	210		32362	209		32470	32		26539	70		35998	645	
HIGH SALARY	63600			56455			45000			42000			35869			63600		
LOW SALARY	29428			24928			14139			21000			15456			14139		
FAC MIX PCT	0.24			0.33			0.32			0.05			0.11			1.00		
SALARY FACTOR	0.90			0.97			1.01			1.23			1.08			0.92		
#2 AVERAGE SALARY	52457	83		42248	145		34437	121		32930	13		30429	21		41313	370	
HIGH SALARY	68210			56654			47601			46000			36409			68210		
LOW SALARY	33550			27800			25000			27000			16000			16000		
FAC MIX PCT	0.22			0.39			0.33			0.04			0.06			1.00		
SALARY FACTOR	1.09			1.09			1.08			1.25			1.24			1.06		

Group #1: Non-Collective Bargaining
Group #2: Collective Bargaining

DISCIPLINE: FOREIGN LANGUAGES
MAJOR FIELD: FOREIGN LANGUAGES

160000

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	47351	639	183	36985	593	190	29690	607	194	27471	106	75	22637	184	86	36765	2023	234
HIGH SALARY	101121			55179			47601			39000			32754			101121		
LOW SALARY	26000			20320			18851			19440			15000			15000		
FAC MIX PCT	0.32			0.29			0.30			0.05			0.09			1.00		
SALARY FACTOR	0.99			0.96			0.93			0.89			0.92			0.94		
#1 AVERAGE SALARY	44015	296		34861	326		28595	372		26617	70		21897	143		33563	1137	
HIGH SALARY	101121			53496			41700			39000			32750			101121		
LOW SALARY	26000			20320			18851			20000			15000			15000		
FAC MIX PCT	0.26			0.29			0.33			0.06			0.13			1.00		
SALARY FACTOR	0.92			0.90			0.89			0.86			0.89			0.86		
#2 AVERAGE SALARY	50230	343		39579	267		31424	235		29130	36		25219	41		40874	886	
HIGH SALARY	68210			55179			47601			36372			32754			68210		
LOW SALARY	30573			26104			19440			19440			18000			18000		
FAC MIX PCT	0.39			0.30			0.27			0.04			0.05			1.00		
SALARY FACTOR	1.05			1.02			0.98			0.94			1.03			1.05		

DISCIPLINE: ALLIED HEALTH
MAJOR FIELD: ALLIED HEALTH

170000

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	46138	93	38	36383	141	44	30468	194	50	27633	17	13	25793	69	35	34429	497	62
HIGH SALARY	56500			50472			42923			34215			41100			56500		
LOW SALARY	30089			22835			18504			20000			16287			16287		
FAC MIX PCT	0.19			0.28			0.39			0.03			0.14			1.00		
SALARY FACTOR	0.96			0.94			0.95			1.05			1.05			0.88		
#1 AVERAGE SALARY	42257	49		34250	87		29239	136		27367	14		25595	55		31910	327	
HIGH SALARY	56500			49300			42923			33918			41100			56500		
LOW SALARY	30089			22835			18504			20000			16800			16800		
FAC MIX PCT	0.15			0.27			0.42			0.04			0.17			1.00		
SALARY FACTOR	0.88			0.89			0.91			1.04			1.04			0.82		
#2 AVERAGE SALARY	50460	44		39820	54		33351	58		28873	3		26570	14		39276	170	
HIGH SALARY	55452			50472			41825			34215			31002			55452		
LOW SALARY	38520			29814			22000			22000			16287			16287		
FAC MIX PCT	0.26			0.32			0.34			0.02			0.08			1.00		
SALARY FACTOR	1.05			1.03			1.04			1.09			1.08			1.01		

Group #1: Non-Collective Bargaining
Group #2: Collective Bargaining

DISCIPLINE: ALLIED HEALTH
MAJOR FIELD: OCCUPATIONAL THERAPY 170807

GROUP	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL AVERAGE SALARY	44127	6	3	37473	23	7	32488	27	7	30500	2	1	27698	17	5	33899	73	9
HIGH SALARY	54162			43668			41744			31000			31365			54162		
LOW SALARY	37620			31673			27803			30000			25200			25200		
FAC MIX PCT	0.08			0.32			0.37			0.03			0.23			1.00		
SALARY FACTOR	0.92			0.97			1.01			1.15			1.13			0.87		
#1 AVERAGE SALARY	40101	3		35856	10		30682	13					27199	12		31687	38	
HIGH SALARY	42460			42595			34353						31365			42595		
LOW SALARY	37620			31673			27803						25200			25200		
FAC MIX PCT	0.08			0.26			0.34						0.32			1.00		
SALARY FACTOR	0.84			0.93			0.96						1.11			0.81		
#2 AVERAGE SALARY	48154	3		38716	13		34164	14		30500	2		28897	5		36301	35	
HIGH SALARY	54162			43668			41744			31000			30341			54162		
LOW SALARY	38697			35344			29596			30000			28000			28000		
FAC MIX PCT	0.09			0.37			0.40			0.06			0.14			1.00		
SALARY FACTOR	1.00			1.00			1.07			1.15			1.18			0.93		

DISCIPLINE: ALLIED HEALTH
MAJOR FIELD: PHYSICAL THERAPY 170813

GROUP	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL AVERAGE SALARY	49303	12	9	39239	31	12	32518	33	14	30064	2	2	27524	12	6	36493	88	16
HIGH SALARY	65251			46903			48220			31627			31092			65251		
LOW SALARY	34054			29557			21936			28500			21000			21000		
FAC MIX PCT	0.14			0.35			0.38			0.02			0.14			1.00		
SALARY FACTOR	1.03			1.01			1.02			1.14			1.12			0.94		
#1 AVERAGE SALARY	46491	9		38152	23		31965	30		30064	2		27220	10		35098	72	
HIGH SALARY	61300			46903			48220			31627			31092			61300		
LOW SALARY	34054			29557			21936			28500			21000			21000		
FAC MIX PCT	0.13			0.32			0.42			0.03			0.14			1.00		
SALARY FACTOR	0.97			0.99			1.00			1.14			1.11			0.90		
#2 AVERAGE SALARY	57740	3		42362	8		38045	3					29045	2		42771	16	
HIGH SALARY	65251			45842			40391						29941			65251		
LOW SALARY	52511			37828			36102						28149			28149		
FAC MIX PCT	0.19			0.50			0.19						0.13			1.00		
SALARY FACTOR	1.20			1.09			1.19						1.18			1.10		

Group #1: Non-Collective Bargaining
Group #2: Collective Bargaining

DISCIPLINE: HEALTH SCIENCES
MAJOR FIELD: SPEECH PATHOLOGY/AUDIOLOGY 180103

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
GROUP	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL AVERAGE SALARY	47486	160	59	38196	141	53	30429	144	63	29551	26	22	24693	44	28	37733	489	78
HIGH SALARY	70944			53627			41112			35692			32670			70944		
LOW SALARY	34008			24720			19000			21540			18738			18738		
FAC MIX PCT	0.33			0.29			0.29			0.05			0.09			1.00		
SALARY FACTOR	0.99			0.99			0.95			1.12			1.00			0.97		
#1 AVERAGE SALARY	45695	89		36472	68		29713	83		29253	14		24336	26		36262	266	
HIGH SALARY	70944			50976			40280			35000			30450			70944		
LOW SALARY	34008			24720			19000			24540			18738			18738		
FAC MIX PCT	0.33			0.26			0.31			0.05			0.10			1.00		
SALARY FACTOR	0.95			0.94			0.93			1.11			0.99			0.93		
#2 AVERAGE SALARY	49732	71		39803	73		31403	61		29900	12		25209	18		39488	223	
HIGH SALARY	70353			53627			41112			35692			32670			70353		
LOW SALARY	35810			26808			21900			27000			19292			19292		
FAC MIX PCT	0.32			0.33			0.27			0.05			0.08			1.00		
SALARY FACTOR	1.04			1.03			0.98			1.13			1.03			1.01		

DISCIPLINE: HEALTH SCIENCES
MAJOR FIELD: NURSING, GENERAL 181101

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
GROUP	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL AVERAGE SALARY	48193	244	102	37342	644	158	30727	1314	170	29448	123	78	25602	473	115	33006	2675	181
HIGH SALARY	75926			60444			56000			40500			38000			75926		
LOW SALARY	29724			21876			18400			18400			10000			10000		
FAC MIX PCT	0.09			0.24			0.49			0.05			0.18			1.00		
SALARY FACTOR	1.01			0.97			0.96			1.11			1.04			0.85		
#1 AVERAGE SALARY	44067	110		35846	395		29567	938		29037	87		25067	377		30874	1820	
HIGH SALARY	71020			60444			56000			40500			38000			71020		
LOW SALARY	29724			21876			18400			18400			10000			10000		
FAC MIX PCT	0.06			0.22			0.52			0.05			0.21			1.00		
SALARY FACTOR	0.92			0.93			0.92			1.10			1.02			0.79		
#2 AVERAGE SALARY	51580	134		39716	249		33619	376		30443	36		27705	96		37545	855	
HIGH SALARY	75926			56654			47601			39924			37923			75926		
LOW SALARY	35816			22623			21600			21600			19000			19000		
FAC MIX PCT	0.16			0.29			0.44			0.04			0.11			1.00		
SALARY FACTOR	1.08			1.03			1.05			1.15			1.13			0.96		

Group #1: Non-Collective Bargaining
Group #2: Collective Bargaining

DISCIPLINE: HOME ECONOMICS
MAJOR FIELD: HOME ECONOMICS

190000

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	47064	180	65	36998	233	81	30732	306	85	29736	39	30	23706	132	60	34812	851	101
HIGH SALARY	81382			55617			48404			39606			36152			81382		
LOW SALARY	31210			26916			20980			23000			13498			13498		
FAC MIX PCT	0.21			0.27			0.36			0.05			0.16			1.00		
SALARY FACTOR	0.98			0.96			0.96			1.12			0.96			0.89		
#1 AVERAGE SALARY	44151	101		35856	152		29861	211		29289	29		23295	95		32957	559	
HIGH SALARY	81382			55008			48404			39606			36152			81382		
LOW SALARY	31210			26916			20980			23000			13498			13498		
FAC MIX PCT	0.18			0.27			0.38			0.05			0.17			1.00		
SALARY FACTOR	0.92			0.93			0.93			1.11			0.95			0.84		
#2 AVERAGE SALARY	50787	79		39143	81		32668	95		31033	10		24760	37		38364	292	
HIGH SALARY	61044			55617			44007			34752			32955			61044		
LOW SALARY	33660			28305			25000			25000			16000			16000		
FAC MIX PCT	0.27			0.28			0.33			0.03			0.13			1.00		
SALARY FACTOR	1.06			1.01			1.02			1.17			1.01			0.98		

DISCIPLINE: LETTERS
MAJOR FIELD: LETTERS

230000

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	45858	2050	263	36807	1526	255	29331	1649	259	27098	303	154	21684	709	148	36049	5934	271
HIGH SALARY	100000			66400			55144			41000			39746			100000		
LOW SALARY	22070			16500			15525			16200			11250			11250		
FAC MIX PCT	0.35			0.26			0.28			0.05			0.12			1.00		
SALARY FACTOR	0.96			0.95			0.92			1.03			0.88			0.92		
#1 AVERAGE SALARY	42584	1084		34725	918		27976	1073		26225	197		21342	606		32868	3681	
HIGH SALARY	100000			66400			55144			41000			39746			100000		
LOW SALARY	26210			16500			15525			16200			15000			15000		
FAC MIX PCT	0.29			0.25			0.29			0.05			0.16			1.00		
SALARY FACTOR	0.89			0.90			0.87			0.99			0.87			0.84		
#2 AVERAGE SALARY	49532	966		39950	608		31856	576		28720	106		23692	103		41245	2253	
HIGH SALARY	75266			56654			47601			39924			39080			75266		
LOW SALARY	22070			23828			20234			21500			11250			11250		
FAC MIX PCT	0.43			0.27			0.26			0.05			0.05			1.00		
SALARY FACTOR	1.03			1.03			0.99			1.09			0.96			1.06		

Group #1: Non-Collective Bargaining
Group #2: Collective Bargaining

DISCIPLINE: LIBRARY AND ARCHIVAL SCIENCES
MAJOR FIELD: LIBRARY AND ARCHIVAL SCIENCES 250000

GROUP	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL AVERAGE SALARY	46638	101	37	37075	141	51	30008	213	50	25094	14	11	25168	66	21	34531	521	64
HIGH SALARY	72197			56654			47601			35000			40005			72197		
LOW SALARY	29919			21336			15231			15231			16500			15231		
FAC MIX PCT	0.19			0.27			0.41			0.03			0.13			1.00		
SALARY FACTOR	0.97			0.96			0.94			0.95			1.02			0.88		
#1 AVERAGE SALARY	46369	53		34859	69		27093	112		23402	9		24733	32		32664	266	
HIGH SALARY	66015			43688			46310			35000			40005			66015		
LOW SALARY	29919			21336			15231			15231			16500			15231		
FAC MIX PCT	0.20			0.26			0.42			0.03			0.12			1.00		
SALARY FACTOR	0.97			0.90			0.85			0.89			1.01			0.84		
#2 AVERAGE SALARY	46935	48		39199	72		33241	101		28140	5		25578	34		36479	255	
HIGH SALARY	72197			56654			47601			32945			33270			72197		
LOW SALARY	31459			27477			22217			24003			20404			20404		
FAC MIX PCT	0.19			0.28			0.40			0.02			0.13			1.00		
SALARY FACTOR	0.98			1.01			1.04			1.06			1.04			0.93		

DISCIPLINE: LIFE SCIENCES
MAJOR FIELD: LIFE SCIENCES 260000

GROUP	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL AVERAGE SALARY	46391	1729	255	37361	855	236	30751	690	209	29172	136	92	22779	89	57	40261	3363	263
HIGH SALARY	94957			93568			49500			43000			39080			94957		
LOW SALARY	24180			21529			19140			20200			14500			14500		
FAC MIX PCT	0.51			0.25			0.21			0.04			0.03			1.00		
SALARY FACTOR	0.97			0.97			0.96			1.10			0.93			1.03		
#1 AVERAGE SALARY	43280	950		35729	565		29885	458		28807	93		22489	73		37454	2046	
HIGH SALARY	94957			93568			49500			43000			33159			94957		
LOW SALARY	26750			21529			19140			20200			14724			14724		
FAC MIX PCT	0.46			0.28			0.22			0.05			0.04			1.00		
SALARY FACTOR	0.90			0.92			0.93			1.09			0.92			0.96		
#2 AVERAGE SALARY	50185	779		40541	290		32459	232		29961	43		24099	16		44622	1317	
HIGH SALARY	68210			56654			47601			39924			39080			68210		
LOW SALARY	24180			28287			20335			23500			14500			14500		
FAC MIX PCT	0.59			0.22			0.18			0.03			0.01			1.00		
SALARY FACTOR	1.05			1.05			1.01			1.13			0.98			1.14		

Group #1: Non-Collective Bargaining
Group #2: Collective Bargaining

DISCIPLINE: MATHEMATICS
MAJOR FIELD: MATHEMATICS 270000

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	48183	1415	245	38803	1255	241	31832	1176	245	30879	196	111	22846	484	157	38191	4330	269
HIGH SALARY	101100			58056			55263			46452			36051			101100		
LOW SALARY	27225			5500			18000			22500			3000			3000		
FAC MIX PCT	0.33			0.29			0.27			0.05			0.11			1.00		
SALARY FACTOR	1.00			1.00			0.99			1.17			0.93			0.98		
#1 AVERAGE SALARY	45459	724		37038	762		30930	809		30754	128		22523	398		35322	2693	
HIGH SALARY	97233			58056			55263			44000			34520			97233		
LOW SALARY	27225			5500			18000			22500			3000			3000		
FAC MIX PCT	0.27			0.28			0.30			0.05			0.15			1.00		
SALARY FACTOR	0.95			0.96			0.97			1.16			0.92			0.91		
#2 AVERAGE SALARY	51037	691		41531	493		33819	367		31114	68		24339	86		42911	1637	
HIGH SALARY	101100			57422			50113			46452			36051			101100		
LOW SALARY	30450			20818			20335			25000			15606			15606		
FAC MIX PCT	0.42			0.30			0.22			0.04			0.05			1.00		
SALARY FACTOR	1.06			1.07			1.06			1.18			0.99			1.10		

DISCIPLINE: MULTI/INTERDISCIPLINARY STUDY
MAJOR FIELD: MULTI/INTERDISCIPLINARY STUDIES 300000

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	46096	80	33	37158	93	18	29518	119	23	28322	19	8	25394	47	11	34954	339	41
HIGH SALARY	102903			56678			60000			35010			32265			102903		
LOW SALARY	20700			25281			22503			24300			12960			12960		
FAC MIX PCT	0.24			0.27			0.35			0.06			0.14			1.00		
SALARY FACTOR	0.96			0.96			0.92			1.07			1.03			0.90		
#1 AVERAGE SALARY	44634	53		36616	71		29365	104		27951	18		25218	39		33718	267	
HIGH SALARY	102903			56678			60000			31000			32265			102903		
LOW SALARY	20700			29201			22503			24300			12960			12960		
FAC MIX PCT	0.20			0.27			0.39			0.07			0.15			1.00		
SALARY FACTOR	0.93			0.95			0.92			1.06			1.03			0.86		
#2 AVERAGE SALARY	48967	27		38908	22		30580	15		35010	1		26252	8		39539	72	
HIGH SALARY	63531			50472			39924			35010			30310			63531		
LOW SALARY	34510			25281			25616			35010			23010			23010		
FAC MIX PCT	0.38			0.31			0.21			0.01			0.11			1.00		
SALARY FACTOR	1.02			1.01			0.95			1.32			1.07			1.01		

Group #1: Non-Collective Bargaining
Group #2: Collective Bargaining

DISCIPLINE: PHILOSOPHY AND RELIGION
MAJOR FIELD: PHILOSOPHY AND RELIGION 380000

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	48223	459	151	37388	304	133	30059	225	109	28910	42	33	24441	41	33	40102	1029	193
HIGH SALARY	84315			61228			47000			47000			33416			84315		
LOW SALARY	24180			22104			20300			21000			17500			17500		
FAC MIX PCT	0.45			0.30			0.22			0.04			0.04			1.00		
SALARY FACTOR	1.01			0.97			0.94			1.09			0.99			1.03		
#1 AVERAGE SALARY	45181	200		35533	181		29284	128		27490	17		23893	26		37079	535	
HIGH SALARY	84315			61228			42430			36108			33416			84315		
LOW SALARY	31680			22104			20300			21000			17500			17500		
FAC MIX PCT	0.37			0.34			0.24			0.03			0.05			1.00		
SALARY FACTOR	0.94			0.92			0.91			1.04			0.97			0.95		
#2 AVERAGE SALARY	50571	259		40117	123		31082	97		29876	25		25389	15		43376	494	
HIGH SALARY	68210			56654			47000			47000			31668			68210		
LOW SALARY	24180			26303			24000			24000			20000			20000		
FAC MIX PCT	0.52			0.25			0.20			0.05			0.03			1.00		
SALARY FACTOR	1.05			1.04			0.97			1.13			1.03			1.11		

DISCIPLINE: PHYSICAL SCIENCES
MAJOR FIELD: PHYSICAL SCIENCES 400000

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	45397	206	61	36930	118	52	30926	106	48	26652	25	15	23031	23	14	38669	453	70
HIGH SALARY	79500			55480			48000			32004			29660			79500		
LOW SALARY	28787			23000			20550			9129			16267			9129		
FAC MIX PCT	0.45			0.26			0.23			0.06			0.05			1.00		
SALARY FACTOR	0.95			0.95			0.97			1.01			0.94			0.99		
#1 AVERAGE SALARY	43725	129		36143	92		29974	72		25831	19		22231	18		37054	311	
HIGH SALARY	79500			55480			48000			32004			29660			79500		
LOW SALARY	28787			23000			20550			9129			16267			9129		
FAC MIX PCT	0.41			0.30			0.23			0.06			0.06			1.00		
SALARY FACTOR	0.91			0.93			0.94			0.98			0.90			0.95		
#2 AVERAGE SALARY	48198	77		39713	26		32941	34		29250	6		25909	5		42206	142	
HIGH SALARY	61000			50472			43668			31500			29556			61000		
LOW SALARY	31200			24300			26814			27000			20500			20500		
FAC MIX PCT	0.54			0.18			0.24			0.04			0.04			1.00		
SALARY FACTOR	1.01			1.03			1.03			1.11			1.05			1.08		

Group #1: Non-Collective Bargaining
Group #2: Collective Bargaining

DISCIPLINE: PHYSICAL SCIENCES
MAJOR FIELD: CHEMISTRY, GENERAL

400501

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	48095	1128	230	38290	458	183	30765	412	175	29661	91	76	23064	49	36	41813	2047	242
HIGH SALARY	110438			56654			47601			46000			33400			110438		
LOW SALARY	24180			23340			16000			16600			9129			9129		
FAC MIX PCT	0.55			0.22			0.20			0.04			0.02			1.00		
SALARY FACTOR	1.00			0.99			0.96			1.12			0.94			1.07		
#1 AVERAGE SALARY	45022	609		36427	299		29813	272		29056	59		23050	42		38778	1222	
HIGH SALARY	97850			55128			45242			38078			33400			97850		
LOW SALARY	29073			23340			16000			16600			9129			9129		
FAC MIX PCT	0.50			0.24			0.22			0.05			0.03			1.00		
SALARY FACTOR	0.94			0.94			0.93			1.10			0.94			0.99		
#2 AVERAGE SALARY	51700	519		41792	159		32612	140		30776	32		23147	7		46309	825	
HIGH SALARY	110438			56654			47601			46000			28149			110438		
LOW SALARY	24180			28631			22419			23759			16225			16225		
FAC MIX PCT	0.63			0.19			0.17			0.04			0.01			1.00		
SALARY FACTOR	1.08			1.08			1.02			1.16			0.94			1.19		

DISCIPLINE: PHYSICAL SCIENCES
MAJOR FIELD: GEOLOGY

400601

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	47959	378	110	37485	246	104	30791	142	80	29070	27	25	25535	13	11	41148	779	135
HIGH SALARY	77760			50472			42245			37113			33797			77760		
LOW SALARY	29346			25183			17255			22000			17000			17000		
FAC MIX PCT	0.49			0.32			0.18			0.03			0.02			1.00		
SALARY FACTOR	1.00			0.97			0.96			1.10			1.04			1.05		
#1 AVERAGE SALARY	45487	206		36158	158		30500	102		28648	16		24741	11		38714	477	
HIGH SALARY	73875			49329			42245			36000			33797			73875		
LOW SALARY	29346			25183			17255			23500			17000			17000		
FAC MIX PCT	0.43			0.33			0.21			0.03			0.02			1.00		
SALARY FACTOR	0.95			0.93			0.95			1.08			1.01			0.99		
#2 AVERAGE SALARY	50920	172		39867	88		31534	40		29684	11		29902	2		44992	302	
HIGH SALARY	77760			50472			40795			37113			30920			77760		
LOW SALARY	35703			28901			22000			22000			28884			22000		
FAC MIX PCT	0.57			0.29			0.13			0.04			0.01			1.00		
SALARY FACTOR	1.06			1.03			0.98			1.12			1.22			1.15		

Group #1: Non-Collective Bargaining
Group #2: Collective Bargaining

DISCIPLINE: PHYSICAL SCIENCES
MAJOR FIELD: PHYSICS, GENERAL 400801

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	49004	727	189	39546	384	160	32678	278	135	30482	47	41	23945	47	35	42494	1436	220
HIGH SALARY	91850			58330			47601			43000			33000			91850		
LOW SALARY	23105			18162			18000			21000			14772			14772		
FAC MIX PCT	0.51			0.27			0.19			0.03			0.03			1.00		
SALARY FACTOR	1.02			1.02			1.02			1.15			0.97			1.09		
#1 AVERAGE SALARY	46413	369		37464	227		31852	155		30760	26		23837	37		39910	788	
HIGH SALARY	89200			53912			46000			43000			33000			89200		
LOW SALARY	30000			18162			18000			21000			14772			14772		
FAC MIX PCT	0.47			0.29			0.20			0.03			0.05			1.00		
SALARY FACTOR	0.97			0.97			0.99			1.16			0.97			1.02		
#2 AVERAGE SALARY	51675	358		42557	157		33718	123		30138	21		24342	10		45635	648	
HIGH SALARY	91850			58330			47601			42500			29556			91850		
LOW SALARY	23105			18265			20335			21500			17523			17523		
FAC MIX PCT	0.55			0.24			0.19			0.03			0.02			1.00		
SALARY FACTOR	1.08			1.10			1.05			1.14			0.99			1.17		

DISCIPLINE: PSYCHOLOGY
MAJOR FIELD: PSYCHOLOGY 420000

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	47107	1307	223	37793	874	225	30408	703	217	29002	170	107	23896	73	54	39811	2957	254
HIGH SALARY	104640			60000			48725			43000			35450			104640		
LOW SALARY	27828			19150			20000			22840			10502			10502		
FAC MIX PCT	0.44			0.30			0.24			0.06			0.02			1.00		
SALARY FACTOR	0.98			0.98			0.95			1.10			0.97			1.02		
#1 AVERAGE SALARY	44735	683		36146	542		29279	454		28372	119		23756	48		37393	1727	
HIGH SALARY	104640			60000			48725			43000			35450			104640		
LOW SALARY	27828			22897			20000			22840			15000			15000		
FAC MIX PCT	0.40			0.31			0.26			0.07			0.03			1.00		
SALARY FACTOR	0.93			0.93			0.91			1.07			0.97			0.96		
#2 AVERAGE SALARY	49704	624		40481	332		32465	249		30472	51		24164	25		43205	1230	
HIGH SALARY	89250			56654			48119			39924			33138			89250		
LOW SALARY	30400			19150			23500			23500			10502			10502		
FAC MIX PCT	0.51			0.27			0.20			0.04			0.02			1.00		
SALARY FACTOR	1.04			1.05			1.01			1.15			0.98			1.11		

Group #1: Non-Collective Bargaining
Group #2: Collective Bargaining

DISCIPLINE: PROTECTIVE SERVICES
MAJOR FIELD: PROTECTIVE SERVICES 430000

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	46842	98	53	36978	153	60	30318	164	61	28879	25	19	23189	23	17	35967	438	79
HIGH SALARY	93450			50472			40320			35000			34821			93450		
LOW SALARY	28354			21360			20808			24500			15722			15722		
FAC MIX PCT	0.22			0.35			0.37			0.06			0.05			1.00		
SALARY FACTOR	0.98			0.96			0.95			1.09			0.94			0.92		
#1 AVERAGE SALARY	42291	44		35798	90		29720	116		28960	17		23015	22		33222	272	
HIGH SALARY	55125			46310			40320			35000			34821			55125		
LOW SALARY	28354			21360			20808			24500			15722			15722		
FAC MIX PCT	0.16			0.33			0.43			0.06			0.08			1.00		
SALARY FACTOR	0.88			0.93			0.93			1.10			0.94			0.85		
#2 AVERAGE SALARY	50550	54		38665	63		31765	48		28709	8		27000	1		40465	166	
HIGH SALARY	93450			50472			37014			31668			27000			93450		
LOW SALARY	33984			26397			25000			25000			27000			25000		
FAC MIX PCT	0.33			0.38			0.29			0.05			0.01			1.00		
SALARY FACTOR	1.05			1.00			0.99			1.09			1.10			1.04		

DISCIPLINE: SOCIAL SCIENCES
MAJOR FIELD: SOCIAL SCIENCES 450000

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	45916	277	71	36461	259	71	30634	216	72	27303	34	25	24131	43	22	37505	795	86
HIGH SALARY	105860			56654			72630			38306			48134			105860		
LOW SALARY	21500			23340			18042			19620			16455			16455		
FAC MIX PCT	0.35			0.33			0.27			0.04			0.05			1.00		
SALARY FACTOR	0.96			0.94			0.96			1.03			0.98			0.96		
#1 AVERAGE SALARY	42463	154		34586	165		29036	132		26077	22		24119	33		34865	484	
HIGH SALARY	105860			51003			54123			38306			48134			105860		
LOW SALARY	21500			23340			18042			19620			16455			16455		
FAC MIX PCT	0.32			0.34			0.27			0.05			0.07			1.00		
SALARY FACTOR	0.89			0.89			0.91			0.99			0.98			0.89		
#2 AVERAGE SALARY	50239	123		39753	94		33145	84		28551	12		24171	10		41614	311	
HIGH SALARY	83019			56654			72630			36000			30000			83019		
LOW SALARY	33149			27855			22000			22000			22117			22000		
FAC MIX PCT	0.40			0.30			0.27			0.04			0.03			1.00		
SALARY FACTOR	1.05			1.03			1.04			1.12			0.98			1.07		

Group #1: Non-Collective Bargaining
Group #2: Collective Bargaining

DISCIPLINE: SOCIAL SCIENCES
MAJOR FIELD: ANTHROPOLOGY 450201

GROUP	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL AVERAGE SALARY	48624	243	77	36618	132	73	29670	100	56	28530	32	25	22922	7	6	41030	482	100
HIGH SALARY	91850			57826			40000			40000			26857			91850		
LOW SALARY	32029			24207			20278			23000			18700			18700		
FAC MIX PCT	0.50			0.27			0.21			0.07			0.01			1.00		
SALARY FACTOR	1.01			0.95			0.93			1.08			0.93			1.05		
#1 AVERAGE SALARY	44401	95		34690	78		28638	66		28181	21		21889	4		36632	243	
HIGH SALARY	61102			57826			40000			40000			26857			61102		
LOW SALARY	32029			24207			20278			23000			18700			18700		
FAC MIX PCT	0.39			0.32			0.27			0.09			0.02			1.00		
SALARY FACTOR	0.93			0.90			0.89			1.07			0.89			0.94		
#2 AVERAGE SALARY	51335	148		39401	54		31671	34		29195	11		24298	3		45502	239	
HIGH SALARY	91850			51755			39924			38124			26376			91850		
LOW SALARY	33822			28224			23000			23000			20142			20142		
FAC MIX PCT	0.62			0.23			0.14			0.05			0.01			1.00		
SALARY FACTOR	1.07			1.02			0.99			1.10			0.99			1.17		

DISCIPLINE: SOCIAL SCIENCES
MAJOR FIELD: ECONOMICS 450601

GROUP	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL AVERAGE SALARY	51041	416	101	40578	294	106	34694	301	104	34160	61	43	25928	40	25	42476	1051	124
HIGH SALARY	143750			60837			48285			44500			38502			143750		
LOW SALARY	28115			28600			20000			20000			17100			17100		
FAC MIX PCT	0.40			0.28			0.29			0.06			0.04			1.00		
SALARY FACTOR	1.06			1.05			1.08			1.29			1.06			1.09		
#1 AVERAGE SALARY	51193	165		40535	143		34882	168		34136	28		25369	24		41425	500	
HIGH SALARY	143750			55900			48285			44500			38502			143750		
LOW SALARY	28115			28600			20000			20000			17100			17100		
FAC MIX PCT	0.33			0.29			0.34			0.06			0.05			1.00		
SALARY FACTOR	1.07			1.05			1.09			1.29			1.03			1.06		
#2 AVERAGE SALARY	50941	251		40619	151		34455	133		34181	33		26766	16		43430	551	
HIGH SALARY	76845			60837			43386			39924			33000			76845		
LOW SALARY	35384			29475			25000			25000			18243			18243		
FAC MIX PCT	0.46			0.27			0.24			0.06			0.03			1.00		
SALARY FACTOR	1.06			1.05			1.08			1.29			1.09			1.11		

Group #1: Non-Collective Bargaining
Group #2: Collective Bargaining

DISCIPLINE: SOCIAL SCIENCES
MAJOR FIELD: GEOGRAPHY 450701

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	48046	337	111	37753	235	105	30847	216	104	29573	32	29	25665	28	22	39761	816	149
HIGH SALARY	75600			51667			39924			36272			41456			75600		
LOW SALARY	30888			26433			21500			21500			15000			15000		
FAC MIX PCT	0.41			0.29			0.26			0.04			0.03			1.00		
SALARY FACTOR	1.00			0.98			0.96			1.12			1.04			1.02		
#1 AVERAGE SALARY	45276	149		36574	135		29628	116		27931	17		25657	19		37250	419	
HIGH SALARY	75600			51667			38351			33000			41456			75600		
LOW SALARY	30888			26433			21500			21500			15000			15000		
FAC MIX PCT	0.36			0.32			0.28			0.04			0.05			1.00		
SALARY FACTOR	0.94			0.95			0.93			1.06			1.04			0.95		
#2 AVERAGE SALARY	50240	188		39345	100		32261	100		31433	15		25683	9		42410	397	
HIGH SALARY	70443			50452			39924			36372			31668			70443		
LOW SALARY	31789			28000			23535			25532			20502			20502		
FAC MIX PCT	0.47			0.25			0.25			0.04			0.02			1.00		
SALARY FACTOR	1.05			1.02			1.01			1.19			1.05			1.09		

DISCIPLINE: SOCIAL SCIENCES
MAJOR FIELD: HISTORY 450801

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	47121	1432	236	37325	621	195	29186	480	181	27546	139	90	22955	57	40	40916	2590	242
HIGH SALARY	93737			59742			47601			37481			34215			93737		
LOW SALARY	23400			23454			19543			21000			15400			15400		
FAC MIX PCT	0.55			0.24			0.19			0.05			0.02			1.00		
SALARY FACTOR	0.98			0.96			0.91			1.04			0.93			1.05		
#1 AVERAGE SALARY	44244	789		35158	398		28191	318		26904	92		22285	42		38010	1547	
HIGH SALARY	93737			59742			45166			35000			33617			93737		
LOW SALARY	23400			23454			19543			21000			15400			15400		
FAC MIX PCT	0.51			0.26			0.21			0.06			0.03			1.00		
SALARY FACTOR	0.92			0.91			0.88			1.02			0.91			0.97		
#2 AVERAGE SALARY	50650	643		41193	223		31141	162		28804	47		24829	15		45226	1043	
HIGH SALARY	91850			56654			47601			37481			34215			91850		
LOW SALARY	31197			27450			22041			23000			18000			18000		
FAC MIX PCT	0.62			0.21			0.16			0.05			0.01			1.00		
SALARY FACTOR	1.06			1.06			0.97			1.09			1.01			1.16		

Group #1: Non-Collective Bargaining
Group #2: Collective Bargaining

DISCIPLINE: SOCIAL SCIENCES
MAJOR FIELD: POLITICAL SCIENCE & GOVERNMENT 451001

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	47401	714	204	37880	446	184	29859	423	176	28462	101	69	24350	52	40	39532	1635	230
HIGH SALARY	83143			68278			43990			38124			32950			83143		
LOW SALARY	25000			23468			21000			21000			15000			15000		
FAC MIX PCT	0.44			0.27			0.26			0.06			0.03			1.00		
SALARY FACTOR	0.99			0.98			0.93			1.08			0.99			1.01		
#1 AVERAGE SALARY	44581	365		36368	292		29301	294		27826	69		24065	42		36774	993	
HIGH SALARY	83143			50734			43990			37950			32950			83143		
LOW SALARY	25000			23468			21300			22500			15000			15000		
FAC MIX PCT	0.37			0.29			0.30			0.07			0.04			1.00		
SALARY FACTOR	0.93			0.94			0.92			1.05			0.98			0.94		
#2 AVERAGE SALARY	50351	349		40747	154		31130	129		29833	32		25547	10		43798	642	
HIGH SALARY	74943			68278			41618			38124			29350			74943		
LOW SALARY	32022			29412			21000			21000			22336			21000		
FAC MIX PCT	0.54			0.24			0.20			0.05			0.02			1.00		
SALARY FACTOR	1.05			1.05			0.97			1.13			1.04			1.12		

DISCIPLINE: SOCIAL SCIENCES
MAJOR FIELD: SOCIOLOGY 451101

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	46786	675	179	37359	550	182	30178	422	163	28361	82	63	24542	57	39	38886	1704	219
HIGH SALARY	78840			56500			47625			39924			32950			78840		
LOW SALARY	28835			26104			14719			14719			15000			14719		
FAC MIX PCT	0.40			0.32			0.25			0.05			0.03			1.00		
SALARY FACTOR	0.98			0.97			0.94			1.07			1.00			1.00		
#1 AVERAGE SALARY	43602	333		36172	347		29219	285		27806	57		23831	42		36146	1007	
HIGH SALARY	78840			56500			45711			36000			32950			78840		
LOW SALARY	28835			26260			14719			14719			15000			14719		
FAC MIX PCT	0.33			0.34			0.28			0.06			0.04			1.00		
SALARY FACTOR	0.91			0.93			0.91			1.05			0.97			0.93		
#2 AVERAGE SALARY	49886	342		39390	203		32172	137		29628	25		26532	15		42844	697	
HIGH SALARY	69792			50827			47625			39924			31846			69792		
LOW SALARY	33655			26104			20000			20000			21000			20000		
FAC MIX PCT	0.49			0.29			0.20			0.04			0.02			1.00		
SALARY FACTOR	1.04			1.02			1.00			1.12			1.08			1.10		

Group #1: Non-Collective Bargaining
Group #2: Collective Bargaining

DISCIPLINE: VISUAL & PERFORMING ARTS
MAJOR FIELD: VISUAL AND PERFORMING ARTS 500000

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	44505	293	82	35692	334	75	28842	322	89	27274	50	27	24637	79	36	35208	1028	99
HIGH SALARY	86250			56654			49903			39924			38268			86250		
LOW SALARY	24507			22860			19000			21000			16000			16000		
FAC MIX PCT	0.29			0.32			0.31			0.05			0.08			1.00		
SALARY FACTOR	0.93			0.92			0.90			1.03			1.00			0.90		
#1 AVERAGE SALARY	41799	153		33737	213		27423	209		26241	40		23098	57		32641	632	
HIGH SALARY	86250			55870			49903			35000			32580			86250		
LOW SALARY	24507			22860			19000			21000			16000			16000		
FAC MIX PCT	0.24			0.34			0.33			0.06			0.09			1.00		
SALARY FACTOR	0.87			0.87			0.86			0.99			0.94			0.84		
#2 AVERAGE SALARY	47462	140		39133	121		31466	113		31404	10		28625	22		39306	396	
HIGH SALARY	68210			56654			47601			39924			38268			68210		
LOW SALARY	33093			25750			21116			24070			18990			18990		
FAC MIX PCT	0.35			0.31			0.29			0.03			0.06			1.00		
SALARY FACTOR	0.99			1.01			0.98			1.19			1.16			1.01		

DISCIPLINE: VISUAL & PERFORMING ARTS
MAJOR FIELD: DRAMATIC ARTS 500501

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	46087	266	104	35783	253	107	28737	307	128	26751	74	51	23914	55	37	35698	881	150
HIGH SALARY	86030			50547			43776			35000			40000			86030		
LOW SALARY	24507			20000			18374			18374			16047			16047		
FAC MIX PCT	0.30			0.29			0.35			0.08			0.06			1.00		
SALARY FACTOR	0.96			0.92			0.90			1.01			0.97			0.91		
#1 AVERAGE SALARY	43403	135		34447	148		28100	189		26098	44		23258	38		33631	510	
HIGH SALARY	86030			50547			43776			33500			40000			86030		
LOW SALARY	24507			20000			18374			18374			16047			16047		
FAC MIX PCT	0.26			0.29			0.37			0.09			0.07			1.00		
SALARY FACTOR	0.91			0.89			0.88			0.99			0.95			0.86		
#2 AVERAGE SALARY	48854	131		37667	105		29758	118		27709	30		25380	17		38538	371	
HIGH SALARY	62863			50472			39924			35000			30252			62863		
LOW SALARY	27000			25629			19800			19800			20000			19800		
FAC MIX PCT	0.35			0.28			0.32			0.08			0.05			1.00		
SALARY FACTOR	1.02			0.97			0.93			1.05			1.03			0.99		

Group #1: Non-Collective Bargaining
Group #2: Collective Bargaining

DISCIPLINE: VISUAL & PERFORMING ARTS
MAJOR FIELD: DRAWING 500705

GROUP	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL AVERAGE SALARY	44729	742	153	36077	572	162	29264	469	152	27376	98	63	23634	71	40	37339	1854	183
HIGH SALARY	68903			58842			41999			39924			40000			68903		
LOW SALARY	20060			22905			18300			19800			15000			15000		
FAC MIX PCT	0.40			0.31			0.25			0.05			0.04			1.00		
SALARY FACTOR	0.93			0.93			0.91			1.04			0.96			0.96		
#1 AVERAGE SALARY	41255	387		33992	363		27863	288		26842	61		22524	49		34436	1087	
HIGH SALARY	68903			58842			41029			34215			40000			68903		
LOW SALARY	28364			22905			18600			20440			15000			15000		
FAC MIX PCT	0.36			0.33			0.26			0.06			0.05			1.00		
SALARY FACTOR	0.86			0.88			0.87			1.02			0.92			0.88		
#2 AVERAGE SALARY	48516	355		39699	209		31493	181		28255	37		26106	22		41453	767	
HIGH SALARY	64217			50551			41999			39924			31668			64217		
LOW SALARY	20060			25380			18300			19800			18300			18300		
FAC MIX PCT	0.46			0.27			0.24			0.05			0.03			1.00		
SALARY FACTOR	1.01			1.03			0.98			1.07			1.06			1.06		

DISCIPLINE: VISUAL & PERFORMING ARTS
MAJOR FIELD: MUSIC, GENERAL 500901

GROUP	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL AVERAGE SALARY	45539	1066	208	36001	925	205	29457	880	204	27353	137	90	23913	237	93	36497	3108	232
HIGH SALARY	91850			59090			52500			39924			40000			91850		
LOW SALARY	18075			17200			18000			19000			11871			11871		
FAC MIX PCT	0.34			0.30			0.28			0.04			0.08			1.00		
SALARY FACTOR	0.95			0.93			0.92			1.03			0.97			0.94		
#1 AVERAGE SALARY	42442	564		34320	613		28405	596		26924	98		23881	178		33908	1951	
HIGH SALARY	74998			59090			52500			35000			40000			74998		
LOW SALARY	18075			17200			18000			19000			11871			11871		
FAC MIX PCT	0.29			0.31			0.31			0.05			0.09			1.00		
SALARY FACTOR	0.89			0.89			0.89			1.02			0.97			0.87		
#2 AVERAGE SALARY	49019	502		39303	312		31664	284		28431	39		24007	59		40863	1157	
HIGH SALARY	91850			53249			42210			39924			31668			91850		
LOW SALARY	25580			21610			19500			19500			12158			12158		
FAC MIX PCT	0.43			0.27			0.25			0.03			0.05			1.00		
SALARY FACTOR	1.02			1.02			0.99			1.08			0.98			1.05		

Group #1: Non-Collective Bargaining
Group #2: Collective Bargaining

DISCIPLINE: ALL DISCIPLINE AVERAGES
MAJOR FIELD: ALL MAJOR FIELDS

GROUP	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		INSTRUCTOR		ALL RANKS		
	SALARY	NUM N/IS	SALARY	NUM N/IS	SALARY	NUM N/IS	SALARY	NUM N/IS	SALARY	NUM N/IS	SALARY	NUM N/IS	
ALL AVERAGE SALARY	47953	26201	38688	20383	32022	20692	26436	10317	24572	5709	39020	72985	279
HIGH SALARY	152816		93568		72630		58000		59892		152816		
LOW SALARY	18075		5500		14139		9129		3000		3000		
FAC MIX PCT	0.36		0.28		0.28		0.14		0.08		1.00		
SALARY FACTOR	1.00		1.00		1.00		1.00		1.00		1.00		
#1 AVERAGE SALARY	45323	13778	37259	12589	31294	13531	30642	2435	24214	4399	36649	44297	185
HIGH SALARY	152816		93568		63107		58000		52300		152816		
LOW SALARY	18075		5500		14139		9129		3000		3000		
FAC MIX PCT	0.31		0.28		0.21		0.05		0.10		1.00		
SALARY FACTOR	0.95		0.96		0.98		1.16		0.99		0.94		
#2 AVERAGE SALARY	50871	12423	40996	7794	33397	7161	25137	7882	25773	1310	42680	28688	94
HIGH SALARY	110438		69213		72630		55000		59892		110438		
LOW SALARY	19150		18265		18300		19440		10502		10502		
FAC MIX PCT	0.43		0.27		0.25		0.27		0.05		1.00		
SALARY FACTOR	1.06		1.06		1.04		0.95		1.05		1.09		

APPENDIX B
LIST OF PARTICIPATING INSTITUTIONS

	82-83	83-84	84-85	85-86	86-87	87-88	88-89	89-90
Adams State College (CO)			*	*	*	*	*	*
Alabama Agricultural and Mechanical Univ. (AL)							*	
ALABAMA STATE UNIVERSITY (AL)	*	*	*	*	*	*	*	*
Albany State College (GA)			*		*	*	*	*
Alcorn State University (MS)							*	
Angelo State University (TX)		*	*	*	*	*	*	*
APPALACHIAN STATE UNIVERSITY (NC)	*	*	*	*	*	*	*	*
Arecibo Technological University College (PR)			**	**				
Arkansas State University (AR)	*	*	*	**	*	*	*	
ARKANSAS TECH UNIVERSITY (AR)	*	*	*	*	*	*	*	*
Armstrong State College (GA)			*	*		*	*	
Athens State College (AL)				*				
Auburn University at Montgomery (AL)		*	*	*	*	*	*	*
AUGUSTA COLLEGE (GA)	*	*	*	*	*	*	*	*
Austin Peay State University (TN)		*			*	*	*	*
Ball State University (IN)		*		*	*			*
Bayamon Technological University College (PR)				*	*			
Bemidji State University (MN)	*				**	**	**	**
BLACK HILLS STATE UNIVERSITY (SD)	*	*	**	**	**	**	**	**
Bloomsburg University of PA (PA)							**	**
Bluefield State College (WV)		*	*	*	*	*	*	*
Boise State University (ID)	*	*	*	*		*		*
Bowie State University (MD)	*	*	*				*	*
Bowling Green State University (OH)	*		*		*	*	*	
Bridgewater State College (MA)					**	**		**
California Maritime Academy (CA)	*		**					**
California Polytechnic State University San Luis Obispo (CA)	*	*					**	**
California State University, Bakersfield (CA)			**	**	**	**		**
California State University, Chico (CA)								**
California State Polytechnic University Pomona (CA)	*					**	**	**
California State University, Dominguez Hills (CA)	*		**	**		**		**

Those institutions listed in CAPITAL LETTERS have participated in each of the eight years of the survey.

The "double asterisk" symbol (**) denotes those participating institutions which have collective bargaining contracts (CBCs) with their faculties. Even though many of the participating institutions may have had CBCs previously, this information was not requested until the 1984-85 survey and has been continued since. Ninety-four (94) of the 278 participating institutions (34%) had CBCs during 1989-90.

Participating Institutions (continued):	82-83	83-84	84-85	85-86	86-87	87-88	88-89	89-90
California State University, Fresno (CA)		*		**				**
California State University, Fullerton (CA)		*	**	**			**	**
California State University, Hayward (CA)	*	*	**	**	**	**		**
California State University, Long Beach (CA)	*	*	**	**	**	**	**	
California State University, Los Angeles (CA)			**			**	**	**
California State University, Northridge (CA)	*		**					
California State University, Sacramento (CA)						**	**	**
California State University, San Bernardino (CA)	*		**	**				**
California State University, Stanislaus (CA)	*			**	**	**	**	
CALIFORNIA UNIVERSITY OF PENNSYLVANIA (PA)	*	*	**	**	**	**	**	**
Cameron University (OK)	*	*				*	*	*
CASTLETON STATE COLLEGE (VT)	*	*	**	**	**	**	**	**
Cayey University College (PR)	*	*	*		*			
CENTRAL CONNECTICUT STATE UNIVERSITY (CT)	*	*	**	**	**	**	**	**
Central Michigan University (MI)	*	*	**	**			**	**
Central Missouri State University (MO)	*		*	*	*	*	*	*
Central State University (OK)	*		*	*	*	*	*	*
Central Washington University (WA)	*		*	*	*	*	*	*
Chadron State College (NE)	*	*	*		*	*	*	*
Chicago State University (IL)	*		**	**	**			
Christopher Newport College (VA)	*	*	*	*	*		*	*
Citadel, (The) Military College of South Carolina (SC)			*	*	*	*	*	*
City University of New York, Bernard M. Baruch (NY)		*	**					
City University of New York, Brooklyn (NY)					**			
City University of New York, Herbert H. Lehman (NY)		*				**		**
City University of New York, John Jay College of Criminal Justice	*	*	**		**	**	**	
Clarion University of Pennsylvania (PA)	*	*	**	**	**	**	**	**
Cleveland State University (OH)			*	*	*	*	*	*
Clinch Valley College of the University of Virginia (VA)		*	*	*		*	*	*
College of Charleston (SC)		*	*	*		*	*	*
College of Staten Island, The (NY)		*	**	**	**	**	**	**
College of William and Mary (VA)	*		*	*				
COLUMBUS COLLEGE (GA)	*	*	*	*	*	*	*	*

Participating Institutions (continued):	82-83	83-84	84-85	85-86	86-87	87-88	88-89	89-90
Concord College (WV)	*	*	*	*	*		*	
Coppin State College (MD)	*	*	*		*		*	
Corpus Christi State University (TX)	*	*	*			*	*	*
Dakota State University (SD)	*	*	**	**		**	**	**
DELTA STATE UNIVERSITY (MS)	*	*	*	*	*	*	*	*
Dickinson State University (ND)		*	*	*	*		*	*
East Central University (OK)		*	*	*	*	*	*	*
East Stroudsburg University of Pennsylvania (PA)	*			**			**	**
East Tennessee State University (TN)	*	*	*		*	*	*	*
East Texas State University (TX)	*		*	*	*	*	*	*
East Texas State University at Texarkana (TX)	*	*		*	*	*	*	*
Eastern Connecticut State University (CT)	*	*	**	**	**	**	**	**
Eastern Illinois University (IL)	*		**	**	**	**	**	**
Eastern Kentucky University (KY)	*		*	*		*	*	*
Eastern Michigan University (MI)				**		**	**	**
Eastern Montana College (MT)	*	*	**		**	**	**	
Eastern New Mexico University (NM)	*	*	**	**		**	**	**
Eastern Oregon State College (OR)	*			*		*		
Eastern Washington University (WA)	*		*	*	*		*	*
EDINBORO UNIVERSITY OF PENNSYLVANIA (PA)	*	*	**	**	**	**	**	**
Elizabeth City State University (NC)					*			
Emporia State University (KS)	*	*				*	*	*
Fairmont State College (WV)	*	*	*	*		*		
Fayetteville State University (NC)	*							*
FITCHBURG STATE COLLEGE (MA)	*	*	**	**	**	**	**	**
Florida Agricultural and Mechanical University (FL)				**		*	**	
Florida Atlantic University (FL)		*		**	**	**	**	**
Florida International University (FL)	*		**	**	**	**	**	
FORT HAYS STATE UNIVERSITY (KS)	*	*	*	*	*	*	*	*
Fort Lewis College (CO)				*	*	*	*	
Framingham State College (MA)		*						
FRANCIS MARION COLLEGE (SC)	*	*	*	*	*	*	*	*
FROSTBURG STATE UNIVERSITY (MD)	*	*	*	*	*	*	*	*
GEORGE MASON UNIVERSITY (VA)	*	*	*	*	*	*	*	*
GEORGIA COLLEGE (GA)	*	*	*	*	*	*	*	*
GEORGIA SOUTHERN COLLEGE (GA)	*	*	*	*	*	*	*	*
Georgia Southwestern College (GA)	*	*	*	*		*	*	*
Georgia State University (GA)	*							*
Glassboro State College (NJ)			**		**			
Glenville State College (WV)	*	*	*	*	*		*	*
Governors State University (IL)	*							
Graduate School of The City University of New York (NY)				**	**			
Grambling State University (LA)		*	*		*	*	*	*
GRAND VALLEY STATE UNIVERSITY (MI)	*	*	*	*	*	*	*	*
Harris-Stowe State College (MO)	*	*	*	*	*	*	*	*
Henderson State University (AR)	*	*	*		*	*		*
Humacao University College (PR)			*	*	*		*	*
IDAHO STATE UNIVERSITY (ID)	*	*	*	*	*	*	*	*

Participating Institutions (continued):	82-83	83-84	84-85	85-86	86-87	87-88	88-89	89-90
ILLINOIS STATE UNIVERSITY (IL)	*	*	*	*	*	*	*	*
INDIANA STATE UNIVERSITY (IN)	*	*	*	*	*	*	*	*
Indiana University East (IN)	*		*			*		
Indiana University of Pennsylvania (PA)			**	**	**	**	**	**
Jackson State University (MS)	*			*	*	*	*	*
Jacksonville State University (AL)	*	*	**		*	*	*	*
James Madison University (VA)	*	*	*		*	*	*	*
Jersey City State College (NJ)	*		**				**	**
Johnson State College (VT)							**	
Kean College of New Jersey (NJ)						**		
Kearney State College (NE)	*		**		**	**	**	**
Keene State College (NH)		*	**	**	**	**	**	**
KENNESAW STATE COLLEGE (GA)	*	*	*	*	*	*	*	**
Kent State University (OH)	*			**	**	**	**	**
Kentucky State University (KY)					*	*		
Kutztown University of Pennsylvania (PA)	*		**	**		**	**	**
La Montana Regional College (PR)			*					
LAKE SUPERIOR STATE UNIVERSITY (MI)	*	*	*	**	**	**	**	**
Lamar University--Beaumont (TX)	*		*	*	*			*
Lander College (SC)	*		*	*	*	*	*	*
Laredo State University (TX)	*	*		*				
LEWIS-CLARK STATE COLLEGE (ID)	*	*	*	*	*	*	*	*
Lincoln University (MO)							*	*
Lincoln University (PA)	*				**	**	**	**
Livingston University (AL)			*	*	*	*	*	*
Lock Haven University of Pennsylvania (PA)	*	*	**			**	**	**
Longwood College (VA)	*		*	*	*	*	*	*
Louisiana State University in Shreveport (LA)	*		*	*	*	*	*	*
Louisiana Tech University (LA)			*		*	*	*	*
Lyndon State College (VT)	*		**		**	**	**	
Maine Maritime Academy (ME)	*				*	*		**
Mankato State University (MN)	*							
Mansfield University of Pennsylvania (PA)		*	**	**	**	**		**
MARSHALL UNIVERSITY (WV)	*	*	*	*	*	*	*	*
MARY WASHINGTON COLLEGE (VA)	*	*	*	*	*	*	*	*
Massachusetts College of Art (MA)					**	**		
Massachusetts Maritime Academy (MA)	*			**				
MAYVILLE STATE UNIVERSITY (ND)	*	*	*	*	*	*	*	*
McNeese State University (LA)	*	*	*	*		*	*	*
Memphis State University (TN)	*	*		*	*	*	*	*
Mesa State College (CO)	*		*	*	*	*	*	*
METROPOLITAN STATE COLLEGE (CO)	*	*	*	*	*	*	*	*
Metropolitan State University (MN)			**	**	**	**		**
MIDDLE TENNESSEE STATE UNIVERSITY (TN)	*	*	*	*	*	*	*	*
Midwestern State University (TX)	*	*	*	*	*	*		
MILLERSVILLE UNIVERSITY OF PENNSYLVANIA (PA)	*	*	**	**	**	**	*	*
Minot State University (ND)		*	*	*	*	*	*	
Mississippi University for Women (MS)		*	*	*	*	*		*
Missouri Southern State College (MO)		*	*	*	*	*	*	*
Missouri Western State College (MO)		*	*	*	*	*	*	*

Participating Institutions (continued):	82-83	83-84	84-85	85-86	86-87	87-88	88-89	89-90
Montana College of Mineral Science & Technology (MT)	*	*	*		*	*		*
Montclair State College (NJ)			*	**	**	**		**
Moorhead State University (MN)			**		**	**	**	**
Morehead State University (KY)	*		*	*	*	*	*	*
Morgan State University (MD)			*		*	*	*	*
Murray State University (KY)	*	*		*	*	*	*	*
New Jersey Institute of Technology (NJ)						**	**	**
New Mexico Highlands University (NM)				*	*	*	*	*
Nicholls State University (LA)		*		*			*	*
North Adams State College (MA)	*			**	**	**		**
North Carolina Agricultural and Technical State University (NC)	*	*	*	*	*	*	*	
North Carolina Central University (NC)	*			*	*	*		*
North Georgia College (GA)				*	*			
Northeast Louisiana University (LA)		*	*	*	*	*	*	*
Northeast Missouri State University (MO)	*	*	*	*	*		*	*
Northeastern Illinois University (IL)	*		**	**	**	**	**	**
Northeastern State University (OK)				*	*	*	*	*
NORTHERN ARIZONA UNIVERSITY (AZ)	*	*	*	*	*	*	*	*
NORTHERN ILLINOIS UNIVERSITY (IL)	*	*	*	*	*	*	*	*
Northern Kentucky University (KY)	*	*		*	*	*	*	*
Northern Michigan University (MI)	*		**	**	**	**	**	**
Northern Montana College (MT)			**		**	**	**	
NORTHERN STATE UNIVERSITY (SD)	*	*	**	**	**	**	**	**
Northwest Missouri State University (MO)		*	*	*	*	*	*	
Northwestern Oklahoma State University (OK)				*				*
Northwestern State University of Louisiana (LA)	*		*			*	*	*
OAKLAND UNIVERSITY (MI)	*	*	*	**	**	**	**	**
Ohio State University (OH)								*
OLD DOMINION UNIVERSITY (VA)	*	*	*	*	*	*	*	*
Oregon Institute of Technology (OR)	*		*	*		*	*	*
Pan American University (TX)		*	*	*	*		*	
Panhandle State University (OK)			*	*				
Pembroke State University (NC)			*	*				
Peru State College (NE)		*	**	**	**	**	**	**
PITTSBURG STATE UNIVERSITY (KS)	*	*	**	**	**	**	**	**
Plymouth State College (NH)		*	*	*	*	*	*	*
Ponce Technological University College--University of Puerto Rico (PR)				*	*			
Portland State University (OR)	*		**		**	**	**	**
Purdue University at Calumet (IN)	*		*	*	*	*	*	
Radford University (VA)		*	*	*	*	*	*	*
Ramapo College of New Jersey (NJ)				**			**	**
Rhode Island College (RI)			**		**	**		**
Saginaw Valley State University (MI)	*	*		**	**		**	**
SALEM STATE COLLEGE (MA)	*	*	**	**	**	**	**	**
Salisbury State University (MD)	*	*	*	*		*	*	*
Sam Houston State University (TX)				*	*	*	*	**

Participating Institutions (continued):	82-83	83-84	84-85	85-86	86-87	87-88	88-89	89-90
San Diego State University (CA)	*			**	**	**	**	**
San Francisco State University (CA)						**	**	
Sangamon State University (IL)		*	*	*	*	*	**	**
Savannah State College (GA)	*	*	*	*			*	*
Shepherd College (WV)	*	*	*	*	*	*		*
Shippensburg University of Pennsylvania (PA)	*	*	**	**	**	**	**	**
Slippery Rock University of Pennsylvania (PA)	*	*			**	**	**	**
Sonoma State University (CA)	*		**	**	**	**	**	**
South Dakota School of Mines and Technology (SD)		*	**	**	**	*	*	**
SOUTHEAST MISSOURI STATE UNIVERSITY (MO)	*	*	*	*	*	*	*	*
Southeastern Louisiana University (LA)	*	*		*	*	*	*	*
Southeastern Massachusetts University (MA)		*		**	**	**		**
Southeastern Oklahoma State University (OK)		*	*				*	*
SOUTHERN ARKANSAS UNIVERSITY (AR)	*	*	*	*	*	*	*	
Southern College of Technology (GA)					*	*	*	*
Southern Connecticut State University (CT)	*	*	**	**		**	**	
Southern Illinois University at Carbondale (IL)				*	*	*	*	*
Southern Illinois University at Edwardsville (IL)	*		*	*	*	*	*	*
SOUTHERN OREGON STATE COLLEGE (OR)	*	*	**	**	**	**	**	**
Southern Technical Institute (GA)	*	*	*	*				
Southern Utah State College (UT)		*	*	*	*			
SOUTHWEST MISSOURI STATE UNIVERSITY (MO)	*	*	*	*	*	*	*	*
Southwest State University (MN)	*	*	**	**	**		**	**
Southwest Texas State University (TX)	*		*	*	*	*	*	*
Southwestern Oklahoma State University (OK)		*	*	*	*		*	*
ST. CLOUD STATE UNIVERSITY (MN)	*	*	**	**	**	**	**	**
St. Mary's College of Maryland (MD)	*	*						
STATE UNIVERSITY OF NEW YORK COLLEGE AT BROCKPORT (NY)	*	*	**	**	**	**	**	**
State University of New York College at Buffalo (NY)		*	**	**	**	**	**	**
STATE UNIVERSITY OF NEW YORK COLLEGE AT CORTLAND (NY)	*	*	**	**	**	**	**	
State University of New York College at Fredonia (NY)	*	*		**	**	**	**	**
State University of New York College Arts & Sciences at Geneseo (NY)	*	*	**	**	**	**	**	
State University of New York College at New Paltz (NY)								**
State University of New York College at Old Westbury (NY)	*		**		**	**	**	**
State University of New York College at Oneonta (NY)			**					
State University of New York College at Oswego (NY)							**	

Participating Institutions (continued):	82-83	83-84	84-85	85-86	86-87	87-88	88-89	89-90
State University of New York College at Plattsburgh (NY)	*		**	**	**	*	**	*
State University of New York College at Potsdam (NY)	*	*	**	**	**	**	**	**
State University of New York College at Purchase (NY)	*	*						**
State University of New York - Institute of Technology at Utica/Rome (NY)		*	**	**		**	**	**
Stephen F. Austin State University (TX)		*	*	*	*	*	*	*
Richard Stockton State College (NJ)			**	**			**	
Sul Ross State University (TX)			*	*	*	*		*
TENNESSEE TECHNOLOGICAL UNIVERSITY (TN)	*	*	*	*	*	*	*	*
TEXAS A&I UNIVERSITY (TX)	*	*	*	*	*	*	*	*
TEXAS A&M UNIVERSITY AT GALVESTON (TX)	*	*	*	*	*	*	*	*
Texas Woman's University (TX)		*	*		*		*	*
Towson State University (MD)		*	*	*	*	**	**	**
Trenton State College (NJ)	*	*	**	**		**	**	**
TROY STATE UNIVERSITY (AL)	*	*	*	*	*	*	*	*
UNIVERSITY OF AKRON, THE (OH)	*	*	*	*	*	*	*	*
University of Alabama in Huntsville (AL)								*
University of Alaska at Anchorage (AK)	*			*	*			
University of Alaska at Fairbanks (AK)			*					
University of Alaska Southeast (AK)	*	*	**			*	*	*
University of Arkansas at Little Rock (AR)			*	*	*	*	*	*
University of Arkansas at Monticello (AR)			*	*	*	*		*
University of Baltimore (MD)	*	*	*	*			*	
University of Central Arkansas (AR)	*	*	*	*	*		*	*
University of Central Florida (FL)			**	**	**	**		
UNIVERSITY OF COLORADO AT COLORADO SPRINGS (CO)	*	*	*	*	*	*	*	*
University of Colorado at Denver (CO)	*	*	*		*	*	*	*
University of Guam (GU)	*							
University of Hawaii (HI)					**			
University of Houston--Clear Lake (TX)			*	*	*	*	*	*
University of Houston--Downtown (TX)	*	*	*			*		
University of Houston--Victoria (TX)	*					*	*	
University of Lowell (MA)	*	*	**	**		**	**	**
University of Maine at Farmington (ME)		*	**		**		**	
University of Maine at Fort Kent (ME)		*			**	**	**	**
University of Maine at Presque Isle (ME)	*	*	**	**		**	**	
University of Maine System (ME)							**	
University of Maryland Baltimore County (MD)	*		*	*	*	*	*	*
University of Minnesota at Duluth (MN)							**	**
University of Missouri - St. Louis (MO)			*	*		*	*	*
University of Montevallo (AL)		*	*	*	*	*	*	*
UNIVERSITY OF NEBRASKA AT OMAHA (NE)	*	*	**	**	**	**	**	**
University of Nebraska Medical Center (NE)						*		
UNIVERSITY OF NEVADA, LAS VEGAS (NV)	*	*	*	*	*	*	*	*
University of New Orleans (LA)	*					*		
University of North Alabama (AL)	*		*	*	*			

Participating Institutions (continued):	82-83	83-84	84-85	85-86	86-87	87-88	88-89	89-90
University of North Carolina at Asheville (NC)		*	*		*	*	*	*
UNIVERSITY OF NORTH CAROLINA AT CHARLOTTE (NC)	*	*	*	*	*	*	*	*
University of North Carolina at Greensboro (NC)	*		*	*	*	*	*	*
University of North Carolina at Wilmington (NC)	*		*		*	*	*	*
University of North Florida (FL)		*			**	**		
University of Northern Colorado (CO)	*		*	*	*	*	*	*
UNIVERSITY OF NORTHERN IOWA (IA)	*	*	**	**	**	**	**	**
University of North Texas (TX)			*	*	*	*	*	*
University of Pittsburgh at Bradford (PA)					*	*	*	*
University of Pittsburgh at Johnstown (PA)					*		*	*
University of Puerto Rico, Medical Sciences Campus (PR)				*	*			
University of Puerto Rico at Mayaguez (PR)				*				
University of Puerto Rico, Rio Piedras Campus (PR)			*	*	*			
UNIVERSITY OF SCIENCE AND ARTS OF OKLAHOMA (OK)	*	*	*	*	*	*	*	*
UNIVERSITY OF SOUTH ALABAMA, THE (AL)	*	*	*	*	*	*	*	*
UNIVERSITY OF SOUTH CAROLINA AT AIKEN (SC)	*	*	*	*	*	*	*	*
University of South Carolina Coastal Carolina College (SC)		*				*	*	*
UNIVERSITY OF SOUTH CAROLINA AT SPARTANBURG (SC)	*	*	*	**	*	*	*	*
University of South Dakota at Springfield (SD)	*	*						
University of South Florida (FL)	*			**	**	**	**	
UNIVERSITY OF SOUTHERN COLORADO (CO)	*	*	*	*	*	*	*	*
University of Southern Indiana (IN)	*		*	*	*	*	*	*
University of Southern Maine (ME)			**	*	**	**	**	**
University of Southern Mississippi (MS)	*	*	*		*	*	*	*
University of Southwestern Louisiana (LA)		*	*	*	*		*	*
UNIVERSITY OF TENNESSEE AT CHATTANOOGA (TN)	*	*	*	*	*	*	*	*
UNIVERSITY OF TENNESSEE AT MARTIN (TN)	*	*	*	*	*	*	*	*
UNIVERSITY OF TEXAS AT DALLAS (TX)	*	*	*	*	*	*	*	*
University of Texas at San Antonio (TX)		*	*	*	*	*	*	*
University of Texas at Tyler, The (TX)	*	*		*	*	*		*
University of Texas of the Permian Basis (TX)	*	*	*	*	*	*		
University of the District of Columbia (DC)		*	**	**		**	**	**
University of Toledo, The (OH)	*		*	*				
University of the Virgin Islands--St. Croix		*	*	*	*		*	*
University of the Virgin Islands--St. Thomas		*	*	*	*	*	*	*
University of West Florida, The (FL)	*	*	**	**		**		**

Participating Institutions (continued):	82-83	83-84	84-85	85-86	86-87	87-88	88-89	89-90
University of West Virginia College of Graduate Studies (WV)								*
University of Wisconsin--Eau Claire (WI)		*	*	*	*	*	*	*
University of Wisconsin--Green Bay (WI)		*	*	*	*	*	*	*
University of Wisconsin--La Crosse (WI)	*	*		*	**	*	*	*
UNIVERSITY OF WISCONSIN--OSHKOSH (WI)	*	*	*	*	*	*	*	*
University of Wisconsin--Parkside (WI)		*				*	*	*
University of Wisconsin--Platteville (WI)		*	*	*	*	*	*	*
University of Wisconsin--River Falls (WI)	*	*				*		
University of Wisconsin--Stevens Point (WI)	*	*	*	*	*	*	*	
University of Wisconsin--Stout (WI)	*	*	**	*		*	*	
University of Wisconsin--Superior (WI)	*	*	*	*	*	*	*	
University of Wisconsin--Whitewater (WI)		*	*	*		*	*	
University Missouri--St. Louis (MO)			*	*				
VALDOSTA STATE COLLEGE (GA)	*	*	*	*	*	*	*	*
Valley City State University (ND)			*	*	*		*	*
Virginia Commonwealth University (VA)							*	
Washburn University of Topeka (KS)	*		*		*		*	*
Wayne State College (NE)	*	*	**		**		**	**
WEBER STATE COLLEGE (UT)	*	*	*	*	*	*	*	*
West Chester State College (PA)	*		**		**			**
WEST GEORGIA COLLEGE (GA)	*	*	*	*	*	*	*	*
West Liberty State College (WV)	*	*	*	*		*	*	*
West Texas State University (TX)		*	*	*	*	*	*	*
West Virginia College of Graduate Studies (WV)	*	*	*	*	*	*	*	
WEST VIRGINIA INSTITUTE OF TECHNOLOGY (WV)	*	*	*	*	*	*	*	*
West Virginia State College (WV)			*		*	**	*	*
Western Carolina University (NC)	*		*	*	*	*	*	*
Western Connecticut State University (CT)		*	**		**	**	**	**
WESTERN ILLINOIS UNIVERSITY (IL)	*	*	**	**	**	**	**	**
WESTERN KENTUCKY UNIVERSITY (KY)	*	*	*	*	*	*	*	*
WESTERN MICHIGAN UNIVERSITY (MI)	*	*	**	**	**	**	**	**
Western Montana College (MT)	*	*		**		**	**	**
Western New Mexico University (NM)	*	*	*	**	*	*	*	
WESTERN OREGON STATE COLLEGE (OR)	*	*	**	**	**	**	**	**
Western State College of Colorado (CO)		*	*	*	*	*	*	**
Western Washington University (WA)	*		*	*		*	*	*
Westfield State College (MA)	*		**	**				**
WICHITA STATE UNIVERSITY, THE (KS)	*	*	*	*	*	*	*	*
William Paterson College (NJ)		*		**	**	**	**	**
Winona State University (MN)	*		**			**	**	**
Winston-Salem State University (NC)	*	*		*	*	*		*
Winthrop College (SC)				*	*	*	*	
Worcester State College (MA)		*	**					**
Wright State University (OH)	*				*		*	*
YOUNGSTOWN STATE UNIVERSITY (OH)	*	*	**	**	**	**	**	**
	227	213	267	262	262	272	281	278

Total number of AASCU colleges and universities which participated in the survey for the first time during 1989-90: 3.

Total number of AASCU colleges and universities which have participated in the survey at least once during the eight years of the survey: 377.

Total number of AASCU colleges and universities which have participated in each of the eight years of the survey: 70.

Total number of AASCU colleges and universities which have participated in the "fifth annual salary-trend articles by individual discipline" report (1990) of "trend study years" for 1986-87 (fifth) and 1989-90 (eighth): 211.

Grand Total of times AASCU colleges and universities have participated in the AASCU/CUPA NATIONAL FACULTY SALARY SURVEY BY DISCIPLINE AND RANK over the eight years (1982-83, 1983-84, 1984-85, 1985-86, 1986-87, 1987-88, 1988-89 and 1989-90) of the survey:: 2,483.

Special Study Order Form

CUPA 1989-90 Faculty Salary Survey for State Colleges and Universities

To avoid delays in processing your order, please follow these instructions:

1. Read through the entire form before completing your request.
2. Print or type all information.
3. Use a SEPARATE FORM for each study ordered.
4. All requests for Special Studies must include payment (check made payable to CUPA) or purchase order number.
5. Mail orders with payment to CUPA Special Studies, 1233 20th Street, NW, Suite 503, Washington, DC 20036, FAX (202) 429-0149 and a copy of the request to: Mr. Lee Tarrant, Institutional Research, Oklahoma State University, 301 Whitehurst, Stillwater, OK 74078, FAX (405) 744-8871. If you have any questions, contact CUPA at (202) 429-0311.

Normally, studies will be returned within two weeks after the request and payment have been received by the CUPA national office. Fees for standard studies are as follows:

$200 - CUPA members who participated in the 1989-90 study;
$275 - CUPA members who did not participate in the 1989-90 study and non-members who did participate;
$350 - CUPA non-member institutions who did not participate in the study and other non-profit organizations;
$500 - All others.

Fees for studies not listed below are negotiable on a case-by-case basis.

Name_____Phone( )_____

Institution_____

Address_____

City,State,Zip_____

Did your institution participate in the 1989-90 survey? ____Yes ____No

Is your institution a member of CUPA? ____Yes ____No

Types of Data Displays (Please check only one. Use a separate sheet for additional requests. Refer to pages 2 and 3 of the survey report for a complete explanation of the studies.)

(Please check only one)

____1. Salary Display by average, high, and low salaries
____2. Percentile Rank (PR) Display
____3. Salary Trend Display (include those institutions who have participated in each of the nine years of the survey, 1981-82 through 1989-90)
____4. Other Trend Displays (please specify on a separate sheet)
____5. Other (please explain on a separate sheet)

If you wish to receive a display based on general institutional characteristics, please complete Section I. If you wish to specify institutions, please complete Section II.

Section I

1. Classification

   4-Year College_____ University_____ All_____

2. Source of Support

   Public_____ Private, religious_____ Private, Independent_____

3. General Budget

   Less than $_____ More than $_____

4. FTE Enrollment

   Less than _____ More than _____

5. FTE Faculty

   Less than _____ More than _____

6. Geographic Area-States (please do not abbreviate)

Section II

In order for a study requesting specific institutions to be completed, all of the institutions must have participated in the Faculty Salary Survey. Please see Appendix B, "List of Participating Institutions," to ensure that the desired institutions did participate. To maintain confidentiality of the data, you must select at least 10 institutions. Only positions reporting three or more data elements will be made available.

List institutions on a separate sheet. Please type or print clearly to avoid delays in processing your order.

Please forward your request (be sure to include check or purchase order number) to:

CUPA Special Studies
1233 20th Street, NW, Suite 503
Washington, DC 20036

Send a copy of the completed form only to: Mr. Lee Tarrant, Oklahoma State University, 301 Whitehurst, Stillwater, OK 74078. FAX (405) 744-8871.

COLLEGE AND UNIVERSITY PERSONNEL ASSOCIATION
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